1984 - 1985 MANAGEMENT COMPENSATION STUDY FOR WHOLESALERS AND LARGE RETAILERS

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TABLE OF CONTENTS

PAGE(S)

INTRODUCTION 1

INDEX OF SURVEY POSITIONS .... 2 - 5

PART I: PARTICIPANTS' PROFILE .... 6 - 11
  List of Participating Companies

PART II: COMPENSATION PROGRAM INFORMATION .... 12 - 30
  Management Incentive Plans
  Long-Term Income Plans
  Benefits and Perquisites
  Health Care Cost Containment

PART III: PERCENT CHANGE IN COMPENSATION -- MARCH 31, 1984 TO MARCH 31, 1985 .... 31 - 33

PART IV: PAY LEVELS FOR SURVEY POSITIONS .... 35 - 379
  Analytical Approach
  National Analysis
  Regional Analysis

APPENDIX: SURVEY POSITION DESCRIPTIONS .... 382 - 391

INTRODUCTION

The 1984-1985 Management Compensation Study includes an analysis of 48 representative line and staff positions in top management, merchandising and store operations. Four positions have been added this year; they are: **Transportation/Traffic Manager with company/division-wide responsibility, Transportation/Traffic Manager with single warehouse responsibility, Warehouse Manager with transportation, and Warehouse Manager without transportation.**

The Study includes a discussion of company policies and practices relative to management incentive/bonus plans, long-term income plans, and benefits. This year's Study again includes a section on health care cost containment.

The compensation data gathered in the Study is readily accessible through data processing resources to participating companies if further analysis of the data is desired. Custom designed reports and analyses can be provided upon request. All such requests, or questions about this year's survey, should be directed to:

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INDEX OF SURVEY POSITIONS

Survey Position Number and Title — **Page(s)**

NATIONAL ANALYSIS

SENIOR EXECUTIVE POSITIONS

1 Chief Executive Officer 45 - 49
2 Chief Operating Officer 50 - 53
3 Chief Financial Officer 54 - 57
4 Top Operating Company Executive 58 - 61
5 Top Legal Executive 62 - 65

STAFF POSITIONS - CORPORATE/OPERATING COMPANY

6 Controller 66 - 71
7 Top Audit Executive 72 - 75
8 Top Data Processing Executive 76 - 81
9 Top Personnel Executive (With Labor Relations) 82 - 85
10 Top Personnel Executive (Without Labor Relations) 86 - 89
11 Top Labor Relations Executive 90 - 93
12 Top Training & Management Development Executive 94 - 97
13 Top Distribution Executive 98 - 101
14 Top Construction & Maintenance Executive (With Real Estate) 102 - 107
15 Top Construction & Maintenance Executive (Without Real Estate) 108 - 115
16 Top Real Estate Executive 116 - 123
17 Top Security/Loss Prevention Executive 124 - 127
18 Top Sanitation Executive 128 - 129

MERCHANDISING POSITIONS - CORPORATE/OPERATING COMPANY

19 Top Merchandising & Procurement Executive 130 - 133
20 Top Advertising Executive 134 - 137
21 Top Grocery Operations Executive 138 - 141

Survey Position Number and Title — Page(s)

Merchandising Positions - Corporate/Operating Company (Continued)

22 Top Meat Operations Executive 142 - 147
23 Top Produce Operations Executive 148 - 153
24 Top General Merchandise/Nonfood Operations Executive 154 - 157
25 Grocery Merchandiser 158 - 161
26 Meat Merchandiser 162 - 167
27 Produce Merchandiser 168 - 171
28 Frozen Food Merchandiser 172 - 173
29 Dairy Merchandiser 174 - 175
30 Nonfood Merchandiser 176 - 179
31 Grocery Buyer 180 - 185
32 Meat Buyer 186 - 189
33 Produce Buyer 190 - 193
34 Frozen Food Buyer 194 - 197
35 Dairy Buyer 198 - 199
36 Nonfood Buyer 200 - 203

STORE OPERATING POSITIONS

37 Top Store Operations Executive 204 - 207
38 Top Store Maintenance Executive 208 - 211
39 Division General Manager 212 - 215
40 Scanning Coordinator 216 - 219
41 District Manager 220 - 221
42 Store Manager 222 - 223
43 Assistant/Co-Store Manager 224 - 225
44 Meat Department Manager 226 - 227
Meat Department Manager - Union 228 - 233
Meat Department Manager - Nonunion 234 - 239

NEW SURVEY POSITIONS

45 Transportation/Traffic Manager (With Co./Div.-Wide Responsibility) 240 - 243
46 Transportation/Traffic Manager (With Single Warehouse) 244 - 245
47 Warehouse Manager (With Transportation) 246 - 253
48 Warehouse Manager (Without Transportation) 254 - 265

Survey Position Number and Title — **Page(s)**

GEOGRAPHIC ANALYSIS - REGIONAL

Region 1 - Northeast

Survey Position Number and Title		Page(s)
25	Grocery Merchandiser	269
26	Meat Merchandiser	270 - 271
27	Produce Merchandiser	272 - 273
31	Grocery Buyer	274
32	Meat Buyer	275
33	Produce Buyer	276
36	Nonfood Buyer	277
41	District Manager	278 - 281
42	Store Manager	282 - 287
43	Assistant/Co-Store Manager	288 - 291
44	Meat Department Manager	292 - 297

Region 2 - Northeast Central

Survey Position Number and Title		Page(s)
25	Grocery Merchandiser	298
26	Meat Merchandiser	299
27	Produce Merchandiser	300
30	Nonfood Merchandiser	301
31	Grocery Buyer	302 - 303
32	Meat Buyer	304
33	Produce Buyer	305
41	District Manager	306 - 309
42	Store Manager	310 - 315
43	Assistant/Co-Store Manager	316 - 319
44	Meat Department Manager	320 - 323

Survey Position Number and Title **Page(s)**

Region 3 - West Central

25 Grocery Merchandiser 325
26 Meat Merchandiser 326
27 Produce Merchandiser 327
31 Grocery Buyer 328
39 Division General Manager 329
41 District Manager 330 - 333
42 Store Manager 334 - 339
43 Assistant/Co-Store Manager 340 - 343
44 Meat Department Manager 344 - 347

Region 4 - Southeast

25 Grocery Merchandiser 349
26 Meat Merchandiser 350
27 Produce Merchandiser 351
41 District Manager 352 - 355
42 Store Manager 356 - 359
43 Assistant/Co-Store Manager 360 - 363
44 Meat Department Manager 364 - 367

Region 5 - Pacific

31 Grocery Buyer 369
36 Nonfood Buyer 370
41 District Manager 371
42 Store Manager 372 - 375
43 Assistant/Co-Store Manager 376 - 377
44 Meat Department Manager 378 - 379

PART I: PARTICIPANT PROFILE

Eighty-six companies participated in the 1984-1985 Management Compensation Survey for Wholesalers and Large Retailers. These participants comprise a representative sample of small, medium and large organizations in all geographic regions. A list of participants is shown on the following pages.

PARTICIPATING COMPANIES BY SIZE

$ SALES	NO. OF COMPANIES	% OF TOTAL
Less than $250 Million	29	34%
$250 - 499 Million	10	12
$500 - 999 Million	21	24
$1 Billion and Up	26	30
	86	100%

PARTICIPATING COMPANIES BY NUMBER OF EMPLOYEES

NUMBER OF EMPLOYEES	NO. OF COMPANIES	% OF TOTAL
Less than 500	22	25%
500 - 999	12	14
1,000 - 2,499	23	27
2,500 - 4,999	12	14
5,000 and Above	17	20
	86	100%

PARTICIPATING COMPANIES BY GEOGRAPHIC REGION

	Region	Number of Companies	% of Total
Region 1 - Northeast	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont	20	23%
Region 2 - Northeast Central	Illinois, Indiana, Michigan, Ohio, Wisconsin	19	22
Region 3 - West Central	Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming	20	23
Region 4 - Southeast	Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia	15	18
Region 5 - Pacific	California, Hawaii, Oregon, Washington	12	14
		86	100%

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LIST OF PARTICIPANTS

Associated Grocers, Inc.
Margrette Jackman
206-762-2100

Associated Grocers of CO, Inc.
William A. Bloom
303-367-7020

Associated Wholesale Grocers
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913-321-1313

Bashas' Markets, Inc.
Charlene Clem
602-895-9350

Bel Air Markets
John K. Combs
916-929-6342

Be-Lo Markets, Inc.
Dan Lazar
804-855-1021

Big Bear Stores Company
M.J. Knilans
614-464-6516

Bi-Lo Inc.
J.T. Gillespie
803-288-1140

Borman's, Inc.
J.R. Smith
313-270-1280

Bozzuto's, Inc.

Buehler Food Markets, Inc.
Rick Lowe
216-264-4355

Certified Grocers of CA, Ltd.
Donald G. Grose
213-726-2601

Chatham Super Markets Inc.
Thomas A. Zatina

Conna Corporation
Otie T. Yutz
502-584-1281

Consumers Co-op of Berkeley, Inc.
Holly Brownscombe
415-526-0440

Consumers Markets Inc.

The Copps Corporation
Walter F. Geis
715-344-5900

D'Agostino Supermarkets Inc.
I. Stephen D'Agostino
914-576-1820

Dillon Companies, Inc.
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316-663-6801

Dixie Saving Stores, Inc.
Herbert St. Goar
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Family Mart
David S. Edwards
813-530-4714

James Ferrera & Sons, Inc.
Joseph Compagnone
617-828-6150

First National Supermarkets, Inc.
John Bussenger

Fisher Foods, Inc.
James Crytzer
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Fleming Companies, Inc.

Food Giant Inc.
Eric Jacobsen

Frankford-Quaker Grocery Co.
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Giant Food, Inc.
Robert Anderson

Giant Food Stores, Inc.
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The Grand Union Company
William Reffett

John C. Groub Co. Inc.
Steve Kiel

H.E.B. Grocery Company
Michael Schicker
512-881-1488

Harris-Teeter Super Markets
Godfrey Bennett
704-567-3223

Hudson-Thompson, Inc.
Ron Randolph
205-288-6250

Hughes Markets, Inc.

K-VA-T Food Management, Inc.
Frank David
703-935-4587

Kings Super Markets, Inc.
Edward Lowenfish
201-575-3320

The Kroger Co.
Robert A. McLeod
513-762-4998

Alfred M. Lewis, Inc.
H.R. Huber
714-684-0170

"M" System Food Stores, Inc.
Baugh Lewis
915-655-4131

Malone & Hyde, Inc.
David C. Busch
901-325-4260

Marsh Supermarkets, Inc.
David M. Redden
317-759-6400

Martin's Super Markets, Inc.
Robert E. Bartels
219-234-5848

Mini Mart, Inc.
Lawrence A. Veber
307-266-1230

T. J. Morris Company
Edwin E. Akins
912-681-4580

Nash-Finch Company
F.L. Kitson
612-929-0371

P&C Food Markets, Inc.
C.K. Carlson
315-457-9460

Pantry Pride Enterprises, Inc.
Barbara K. Wildig
305-771-8300

Pay Less Super Markets, Inc.
Paul Nicholson
317-649-3526

Piggly-Wiggly Southern, Inc.
Lawrence G. Olsen
912-537-9871

Preston-Safeway, Inc.
Michael DeFabis
317-923-1535

Price Chopper Supermarkets
Curtis Hopkins
518-381-1374

Ralphs Grocery Company
Gene A. Brown
213-605-4648

The Red Food Stores, Inc.
Jim Bowen
615-892-8029

Red Owl Stores, Inc.
Jeanne Frank
612-932-2284

Riverside Markets - Penn
Traffic Company
Raymond J. Heath
814-371-5700

Ronetco Supermarkets, Inc.
Dominick V. Romano
201-584-6080

Rosauers Supermarkets, Inc.
W. Clark Benson
509-535-1555

Roundy's, Inc.
Dorothy B. Hansen
414-453-8200

Safeway Stores, Inc.

Save Mart Foods, Inc.
Frank T. Hopfinger
816-861-5280

Peter J. Schmitt Co., Inc.
Samuel A. Iacuzzo
716-821-1306

Schnuck Markets, Inc.
Tom L. Hoskison
314-344-9600

Shaw's Supermarkets, Inc.
R.L. Eklund
617-378-7211

Shopwell, Inc.
Maureen McLaughlin
212-579-3749

Smith's Management Corporation
Allen Martindale
801-973-4848

Smitty's Super Valu, Inc.

Spartan Stores, Inc.
Richard H. Clarke
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Stop & Shop Supermarket Company
Leonora L. Batson
617-770-8767

Super Valu Stores Inc.
George Smith
612-828-4021

Thriftway Inc.

Times Super Market, Ltd.

Tripifoods, Inc.

Twin Ports Grocery Co.
R.F. Joki
715-392-8131

Victory Markets, Inc.
Patricia H. Phillips
607-335-4771

Vons Grocery Company

Wetterau Incorporated
William R. Miller
314-595-4061

White Villa Grocers, Inc.
William C. Baker
513-859-5151

PART II: COMPENSATION PROGRAM INFORMATION

INTRODUCTION

This year's survey includes sections on various key elements of the total compensation package for executives and other management. The elements included are: management incentive/bonus plans, long-term income plans, benefits and perquisites.

Plan prevalence is summarized by company size and, where there is sufficient data, by geographic region. (Regions are defined on page 42.) Information for each of the following five management groups is presented: Corporate/Operating Company Senior Management (i.e., top executives and senior functional management), Regional/District Management, Merchandisers/Buyers, Store Managers, and Other Store Management (i.e., Assistant/Co-Store Managers, Meat Managers, and other Department Managers).

A section on health-care cost containment is included again this year. This section covers the kinds of changes many companies are making in benefits coverage and administration. An overview of the prevalence of various employee health education programs is presented as well.

Seventy-two companies responded to this section of the survey.

ANNUAL MANAGEMENT INCENTIVE PLANS

Prevalence

Fifty-eight companies (81 percent) have management bonus or short-term incentive plans. Incentive plans are clearly the majority practice in all size categories and in all geographic regions.

PREVALENCE OF MANAGEMENT INCENTIVE PLANS

$ SALES	NUMBER OF COMPANIES WITH PLANS	PERCENT OF TOTAL
Less than $250 Million	20	74%
$250 - 499 Million	6	75
$500 - 999 Million	16	84
$1 Billion and Up	16	89
ALL COMPANIES	**58**	**81%**
GEOGRAPHIC REGION		
Northeast	12	75%
Northeast Central	15	88
West Central	13	81
Southeast	12	86
Pacific	6	67

As expected, bonus plans are most prevalent at the corporate and operating company senior management level; 95 percent of the companies with plans provide plans at this level. A significant number of companies also provide plans for regional and district managers (78 percent); merchandisers and buyers (78 percent); store managers (78 percent); and other store management (47 percent). As the following chart shows, large companies tend to restrict bonus eligibility to a more limited management group than do small companies.

BONUS PLANS PREVALENCE BY MANAGEMENT GROUP

(As a Percent of Companies With Plans)

$ Sales	Senior Mgmt.	Reg/Dist. Mgmt.	Merch & Buyer	Store Mgr.	Other Store Mgmt.	# of Companies With Bonus Plans
Less than $250 Million	95%	60%	80%	80%	60%	20
$250 - 499 Million	83	100	100	83	50	6
$500 - 999 Million	94	81	75	94	38	16
$1 Billion and Up	100	88	69	56	38	16
ALL COMPANIES	**95%**	**78%**	**78%**	**78%**	**47%**	**58**

Types of Plans

Sixty percent of the incentive plans are based on annual corporate and/or division performance targets; individual awards vary depending on individual contribution to results. Twenty-six percent of the plans are "profit-sharing" plans in which the bonus fund is based on a fixed percentage of profits; individual awards are a pro-rated distribution of the fund depending on salary and/or performance. The remaining fourteen percent of the plans are discretionary, i.e., awards are not based on a formula and the plan tends to be administered more informally than the other types of plans.

TYPES OF INCENTIVE PLANS

PLAN TYPES	# OF COMPANIES	% OF PLANS
Corporate Incentive Plan: Individual awards vary depending upon corporate and/or individual results; targets are determined on a year-to-year basis. Participants are informed of goals, potential awards, and basic operation of plan.	22	38%
Corporate and Division Plan: Same as above except awards for division management are based on division results (and possibly corporate results).	13	22
Bonus Fund/"Profit-Sharing" Plan: The fund is determined by a fixed percentage of profits; prorated distribution is dependent on participant's salary and/or performance.	15	26
Discretionary: No formula for determining fund or awards; the plan tends to be more informal than the other types, and communication about the plan is limited.	8	14

Performance Measures

The majority of companies establish business performance targets annually as part of their strategic planning process. As shown in the following chart, target earnings is the most frequently used performance measure. Several "return" measures are also common.

PERFORMANCE MEASURES USED IN BONUS PLANS

PERFORMANCE MEASURE	Senior Mgmt. % of Plans	Reg/Dist Mgmt % of Plans	Merch & Buyer % of Plans	Store Manager % of Plans	Other Store Mgmt % of Plans
Target Earnings	73%	65%	68%	51%	48%
Target Sales	28	23	26	37	24
Return on Sales	20	13	26	23	24
Return on Invested Capital	15	13	13	9	14
Return on Equity	10	10	13	6	5
Return on Assets	8	10	10	3	5
EPS Growth	3	3	–	–	–
Performance Relative to Peer Companies	3	3	3	–	–
Discretionary	13	10	16	9	14

Approximately two-thirds of the plans have minimum corporate performance levels below which no awards are paid. Many of these specify that the minimum is a percentage of an established profit target; however, there is considerable variation among the plans reported.

Individual Awards

Typically, a company determines an overall fund based on the business performance of the organizational unit to which the individual belongs. As shown in the following chart, 96 percent of the senior management plans use company performance as the basis. Ninety-three percent of the store management plans are based on store performance, and the majority of regional/district management plans are based on regional/district performance.

Many companies then adjust awards based on the individual's overall performance or achievement of specific goals. The survey results for each management level are presented in the chart which follows:

BASIS OF INDIVIDUAL BONUS AWARDS

BASIS	Senior Mgmt % of Plans	Reg/Dist Mgmt % of Plans	Merch & Buyer % of Plans	Store Manager % of Plans	Other Store Mgmt % of Plans
Overall Company Performance	96%	61%	78%	29%	26%
Regional/District Performance	4	56	20	-	-
Store Performance	2	5	2	93	93
Individual Performance	30	28	33	24	26
Number of Companies Responding	**53**	**43**	**45**	**45**	**27**

NOTE: Some companies use a combination of performance results.

Though individual bonuses awarded to top executives and middle management vary widely, most plans are designed to pay a target (or average) award. Most plans also specify a maximum award level. Typical target and maximum award levels are listed below.

TYPICAL TARGET BONUS AWARD LEVELS
(Expressed as a Percent of Salary)

LEVEL	COMPANIES WITH SALES LESS THAN $500MM	COMPANIES WITH SALES GREATER THAN $500MM
Senior Management	20%	25%
Regional/District Management	15	20
Merchandisers & Buyers	15	20
Store Managers	15	15
Other Store Management	10	15

TYPICAL MAXIMUM BONUS AWARD LEVELS
(Expressed as a Percent of Salary)

LEVEL	COMPANIES WITH SALES LESS THAN $500MM	COMPANIES WITH SALES GREATER THAN $500MM
Senior Management	25%	35%
Regional/District Management	25	30
Merchandisers & Buyers	25	25
Store Managers	20	25
Other Store Management	15	15

Eligibility

In companies with management incentive plans, an average of sixty-three percent of total exempt employees were eligible to participate in a management incentive plan in 1984. One-quarter of the companies with plans report that 100 percent of their exempt employees are eligible. An average of 58 percent of exempts actually received a bonus award for 1984.

PERCENTAGE OF EXEMPT EMPLOYEES IN INCENTIVE PLANS

PERCENTAGE OF TOTAL EXEMPTS	ELIGIBLE FOR PLAN % of Plans	ACTUALLY PARTICIPATED IN 1984 % of Plans
Less than 10%	7%	7%
10 - 29%	19	15
30 - 49%	9	17
50 - 69%	11	17
70 - 89%	18	17
90 - 99%	11	10
100%	25	17
	100%	100%
AVERAGE % OF EXEMPTS	63%	58%

LONG-TERM INCOME PLANS

Prevalence

Eleven companies (15 percent) provide a long-term income plan. As shown in the following chart, the prevalence of plans is significantly greater in companies over $1 billion in sales. The small sample size precludes drawing conclusions about the prevalence of plans in each of the geographic regions.

PREVALENCE OF LONG-TERM INCOME PLANS

$ SALES	NUMBER OF COMPANIES WITH PLANS	PERCENT OF TOTAL
Less than $250 Million	0	-
$250 - 499 Million	1	13%
$500 - 999 Million	4	21
$1 Billion and Up	6	33
ALL COMPANIES	11	15%
GEOGRAPHIC REGION		
Northeast	2	12%
Northeast Central	1	6
West Central	1	6
Southeast	6	43
Pacific	1	11

Most of the companies with plans restrict eligibility to the senior management level; the following chart shows the prevalence of plans for each management level.

LONG-TERM INCOME PLAN PREVALENCE BY MANAGEMENT GROUP

LEVEL	NUMBER OF COMPANIES WITH PLANS
Senior Management	11
Regional/District Management	6
Merchandisers & Buyers	4
Store Manager	2
Other Store Management	1

Types of Plans

The types of plans provided to each management level are summarized on the following page. Typically, awards are granted annually to individuals participating in the company's plans.

TYPES OF LONG-TERM INCOME PLANS

PLANS	SENIOR MGMT. Number of Companies	REG/DIST MGMT. Number of Companies	MERCH & BUYERS Number of Companies	STORE MGR. Number of Companies	OTHER STORE MGMT. Number of Companies
Incentive Stock Options: Options to purchase shares of common stock for no less than 100 percent of market value at the time of grant. Options must be exercised in the sequence in which they were granted. Option gain income qualifies for long-term capital gains treatment if stock is held for one year after exercising options.	7	5	3	2	1
Nonqualified Stock Options Without Stock Appreciation Rights: Options to purchase shares of company stock. Option gains are taxable as earned income at the time the option is exercised. Options can be granted at less than market price and do not have to be exercised in the sequence in which they were granted.	2	-	-	-	-
Nonqualified Stock Options With Stock Appreciation Rights: In lieu of exercising all or a portion of nonqualified stock options, the executive is allowed to surrender unexercised option shares and receives a payment equal to the difference between the option price and the market price of the surrendered shares. Payment is typically in cash.	2	1	1	1	1
Restricted Stock Plan: An executive is awarded shares of company stock which are restricted from sale for a specific period of time. The number of shares which actually vest with the executive is based on achievement of internal company performance objectives and the executive remaining with the company for a restricted period of time.	2	-	-	-	-
Performance Share Plan: Executive is granted contingent award of company stock which vests over a number of years according to some measure of company performance. Value paid to executive equals number of vested shares times stock price at time of vesting.	1	1	1	-	-
Phantom Stock Plan: Phantom stock units are credited on a bookkeeping basis to an executive's account. Appreciated stock value, often plus accrued dividend values, is paid out at the end of a predetermined time -- usually five years -- in either cash or stock, or some combination. A variation is the payment of the full stock price value rather than just the appreciation. In some cases, phantom stock units are awarded only for the accrual of dividends -- such phantom units are often called dividend units.	-	-	-	-	-
Long-Term Bonus Plan: The company pays a bonus in cash or stock based on the achievement of present long-term objectives. Often expressed in the form of performance units. Performance is typically measured over a three to five-year period of time.	2	-	-	-	-

BENEFITS

The following charts summarize the prevalence of various benefits and perquisites in each of the five management groups surveyed.

In addition to the plans listed on the following pages, participating companies were asked about IRAs and flexible benefits programs.

- **IRAs:** Two companies contribute toward employee Individual Retirement Accounts.

- **Flexible Benefits:** "Cafeteria" or flexible benefits programs are those in which plan participants may choose among two or more benefits according to their needs. Currently, two companies provide such a program. Seven companies report that they are planning to install a program. Most of these plan to offer the plan to all of the management groups surveyed.

PREVALENCE OF BENEFIT PLANS

	SENIOR MGMT.		REG/DIST MGMT.		MERCH & BUYER		STORE MGR.		OTHER STORE MGMT.	
	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total
Qualified Pension Plan	53	74%	43	60%	53	74%	42	58%	39	54%
Qualified Profit-Sharing Plan	22	31	19	26	21	29	18	25	16	22
Qualified Thrift-Savings Plan	14	19	12	17	14	19	11	15	9	13
Employee Stock Purchase Plan	14	19	12	17	11	15	9	13	6	8
Employee Stock Ownership Plan (ESOP)	10	14	9	13	9	13	9	13	9	13
Tax Reduction Act Stock Ownership Plan (TRASOP)	1	1	1	1	1	1	1	1	1	1
Payroll-Based Stock Ownership Plan (PAYSOP)	13	18	13	18	13	18	11	15	10	14
401K Salary Reduction Plan (Deferral of portion of base salary and/or total compensation)	27	38	23	32	26	36	22	31	18	25
Voluntary Deferred Compensation Plan (Deferral of incentive bonus portion of compensation)	8	11	4	6	5	7	2	3	-	-
Dental Insurance Plan	67	93	53	74	65	90	53	74	46	64
Visual/Optical Coverage Plan	40	56	28	39	36	50	30	42	27	38
Prescription Plan	46	64	33	46	40	56	35	49	31	43

Supplemental Plans

Many participating companies provide plans which supplement group insurance plans. These plans are frequently limited to upper management. The following chart shows the prevalence of these plans.

PREVALENCE OF SUPPLEMENTAL PLANS

	SENIOR MGMT.		REG/DIST MGMT.		MERCH & BUYER		STORE MGR.		OTHER STORE MGMT.	
	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total
Supplemental Life Insurance (i.e., in addition to group life plan)	42	58%	29	40%	33	46%	27	38%	17	24%
Supplemental Long-Term Disability (i.e., in addition to group long-term disability coverage)	30	42	22	31	28	39	21	29	14	19
Total Medical Expenses (i.e., reimbursement of medical expenses not covered by company's group medical insurance program)	19	26	1	1	2	3	3	4	2	3
Supplemental Retirement Plan (i.e., in addition to pension, profit-sharing or retirement benefits provided to all employees)	6	8	1	1	1	1	1	1	1	1

Perquisites

The following chart shows the prevalence of various perquisites. Many of these "extras" are limited to senior management.

PREVALENCE OF PERQUISITES

	SENIOR MGMT.		REG/DIST MGMT.		MERCH & BUYER		STORE MGR.		OTHER STORE MGMT.	
	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total
Company-Paid Annual Physicals	48	67%	22	31%	14	19%	13	18%	5	7%
Educational Aid for Employees	45	63	40	56	42	58	30	42	26	36
Educational Aid for Dependents	3	4	2	3	2	3	2	3	2	3
Country Club Membership Dues	25	35	-	-	-	-	-	-	-	-
Luncheon/Dinner Club Dues	19	26	2	3	2	3	2	3	-	-
Financial Counseling Services	15	21	2	3	1	1	-	-	-	-
Tax Counseling Services	13	18	3	4	3	4	1	1	1	1
Estate Planning Services	8	11	-	-	-	-	-	-	-	-
Legal Counseling Services	9	13	3	4	2	3	2	3	1	1
First-Class Air Travel	9	13	2	3	2	3	1	1	1	1
Low-or-No Interest Company Loan	3	4	1	1	1	1	1	1	1	1
Executive Dining Room	1	1	-	-	-	-	-	-	-	-

HEALTH CARE COST CONTAINMENT

This section covers various topics related to how companies are administering their health care plans for their headquarters management staff. The responses indicate that many companies are increasing their efforts to control health care costs.

Coverage

All of the companies surveyed provide health benefits coverage. Twenty-two companies (31 percent) require employees to pay part of the premiums for employee coverage; 25 companies (35 percent) require contributions toward dependents' coverage.

Thirty-four companies (47 percent of those surveyed) reported that they have made a change in coverage during the last two years. Of these, twenty-six have increased the deductible - - typically, from $100 to $150. Twelve companies have increased the employee's portion of the premium for dependent's coverage; nine have increased the premium for employee coverage. Twelve companies have changed the benefits co-payments; that is, the percentage of covered health care costs paid by the plan.

Almost 70 percent of the participants encourage the use of alternatives to traditional health care practices. The most common alternatives are outpatient surgery and pre-admission testing.

PREVALENCE OF ALTERNATIVE PRACTICES

	NUMBER OF COMPANIES WHICH PROVIDE COVERAGE	PERCENT OF TOTAL
Outpatient Surgical Facilities	45	63%
Pre-admission Testing	37	51
Health Maintenance Organizations	26	36
Hospice Care	15	21
Paraprofessionals for Routine Illnesses	11	15

Seven companies offer a Preferred Provider Organization (PPO) Plan. PPOs are plans which refer employees to a group of preferred physicians and specialists who have been selected to provide quality care at a reasonable cost.

Ten companies require that employees obtain second opinions for all non-emergency surgery. Eleven companies require a second opinion for elective surgery. Although many companies do not require second opinions, the majority cover them if employees obtain them voluntarily; only five companies do not cover them.

Administration

Forty-four companies (61 percent of those surveyed) have a self-insured plan (i.e., the company incurs the risk of claims payment). Thirty-three of these companies have stop-loss coverage which insures the company if costs exceed a predetermined amount.

The majority of companies use a third-party administrator or insurance carrier to administer claims. Only four companies handle claims administration internally.

Nine companies report that they offer incentives to employees who audit their own medical bills for accuracy. Six of these companies award 50 percent of any amounts saved through the audits; one company pays 25 percent; two companies pay 5 percent.

Prevention

Many companies sponsor health-related programs for their employees. The most common is Cardiopulmonary Resuscitation Training (CPR) with 27 companies reporting. The prevalence of various programs is shown in the following chart.

PREVALENCE OF COMPANY-SPONSORED HEALTH PROGRAMS

PROGRAM	NUMBER OF COMPANIES	PERCENT OF TOTAL
Cardiopulmonary Resuscitation Training (CPR)	27	38%
Health Newsletter	20	28
Blood Pressure Checks	17	24
Exercise-Fitness Programs	14	19
Employee Assistance Programs	12	17
Smoking Cessation	12	17
Alcohol-Drug Abuse Control	10	14
Flu Shots	8	11
Nutrition-Weight Control	8	11
Accident Risk Reduction	7	10
Stress Management	6	8
Hypertension Control	2	3
Heart Attack Risk Reduction	2	3
Cancer Risk Reduction	1	1

PART III: PERCENT CHANGE IN COMPENSATION
MARCH 31, 1984 - MARCH 31, 1985

The average percent change in base salary for all survey positions is 7.3 percent for bonus-paying companies, 5.4 percent for nonbonus-paying companies, and 7.0 percent for all companies.

These percentages are based on the compilation of the average change for each survey position as reported by the survey participants.

This year's all-company average change in salary of 7.0 percent is 1 percentage point higher than the 6.0 percent reported last year.

The average percent change in total compensation (salary plus bonus) for all positions for bonus-paying companies is 9.0 percent. This is approximately 2 percentage points higher than the 7.4 percent reported in last year's survey.

The following exhibit shows the average percent change in compensation (base salary and total compensation) for each survey position.

SUMMARY OF PERCENT CHANGE IN COMPENSATION

SURVEY POSITION NUMBER	SURVEY POSITION TITLE	AVERAGE PERCENT CHANGE IN COMPENSATION			
		Bonus Companies - Base Salary -	Nonbonus Companies - Base Salary -	All Companies - Base Salary -	Bonus Companies - Total Compensation -
SENIOR EXECUTIVE POSITIONS					
1	Chief Executive Officer	9.8%	-1.1%	7.4%	15.0%
2	Chief Operating Officer	12.8	*	11.7	19.3
3	Chief Financial Officer	10.5	1.0	8.4	9.7
4	Top Operating Company Executive	15.4	*	13.5	17.5
5	Top Legal Executive	6.9	*	6.7	8.4
STAFF POSITIONS - CORPORATE/OPERATING COMPANY					
6	Controller	6.1	3.1	5.3	9.8
7	Top Audit Executive	8.2	4.6	6.9	11.5
8	Top Data Processing Executive	9.1	7.1	8.6	11.8
9	Top Personnel Executive (With Labor Relations)	6.9	6.2	6.6	8.8
10	Top Personnel Executive (Without Labor Relations)	8.0	*	8.2	10.5
11	Top Labor Relations Executive	5.5	*	6.0	14.1
12	Training & Management Development Executive	6.6	7.9	7.1	9.5
13	Top Distribution Executive	11.3	*	9.9	13.7
14	Top Construction & Maintenance Executive (With Real Estate)	20.5	*	17.3	14.4
15	Top Construction & Maintenance Executive (Without Real Estate)	5.8	4.7	5.5	7.2
16	Top Real Estate Executive	11.8	*	9.8	16.1
17	Top Security/Loss Prevention Executive	6.3	5.5	6.0	8.1
18	Top Sanitation Executive	*	*	*	*
MERCHANDISING POSITIONS - CORPORATE/OPERATING COMPANY					
19	Top Merchandising & Procurement Executive	10.6	*	11.8	13.3
20	Top Advertising Executive	5.9	7.9	6.4	5.6
21	Top Grocery Operations Executive	7.1	8.0	7.3	8.1
22	Top Meat Operations Executive	6.1	8.6	6.7	7.0
23	Top Produce Operations Executive	5.9	7.5	6.3	7.4
24	Top General Merchandise/Nonfood Operations Executive	5.0	4.1	4.7	6.4

SURVEY POSITION NUMBER	SURVEY POSITION TITLE	AVERAGE PERCENT CHANGE IN COMPENSATION			
		Bonus Companies - Base Salary -	Nonbonus Companies - Base Salary -	All Companies - Base Salary -	Bonus Companies - Total Compensation -
MERCHANDISING POSITIONS - CORPORATE/OPERATING COMPANY (continued)					
25	Grocery Merchandiser	3.8%	8.5%	5.2%	6.1%
26	Meat Merchandiser	3.2	9.7	5.3	3.6.
27	Produce Merchandiser	5.6	6.6	6.0	6.1
28	Frozen Food Merchandiser	*	*	*	*
29	Dairy Merchandiser	*	*	*	*
30	Nonfood Merchandiser	3.9	*	3.2	6.1
31	Grocery Buyer	4.4	6.9	5.5	4.9
32	Meat Buyer	5.4	3.8	4.6	4.2
33	Produce Buyer	4.8	-3.5	0.9	5.9
34	Frozen Foods Buyer	*	*	*	*
35	Dairy Buyer	*	*	*	*
36	Nonfood Buyer	5.4	6.6	5.9	5.9
STORE OPERATIONS EXECUTIVE					
37	Top Store Operations Executive	13.5	10.0	13.0	19.3
38	Top Store Maintenance Executive	5.7	5.6	5.6	4.9
39	Division General Manager	9.9	*	9.7	14.1
40	Scanning Coordinator	4.0	5.4	4.6	4.9
41	District Manager	5.7	5.4	5.6	5.5
42	Store Manager	4.0	5.0	4.2	5.8
43	Assistant/Co-Store Manager	4.1	4.0	4.1	4.8
44	Meat Department Manager	4.0	3.1	3.4	4.4
NEW SURVEY POSITIONS					
45	Transportation/Traffic Manager (With Co./Div.-Wide Responsibility)	7.1	*	6.7	6.5
46	Transportation/Traffic Manager (With Single Warehouse)	5.0	*	5.3	5.1
47	Warehouse Manager (With Transportation)	6.8	4.0	5.7	5.2
48	Warehouse Manager (Without Transportation)	6.6	6.1	6.4	9.5
	AVERAGE	**7.3%**	**5.4%**	**7.0%**	**9.0%**

---

* Insufficient data for analysis.

PART IV: PAY LEVEL DATA -- ANALYTICAL APPROACH

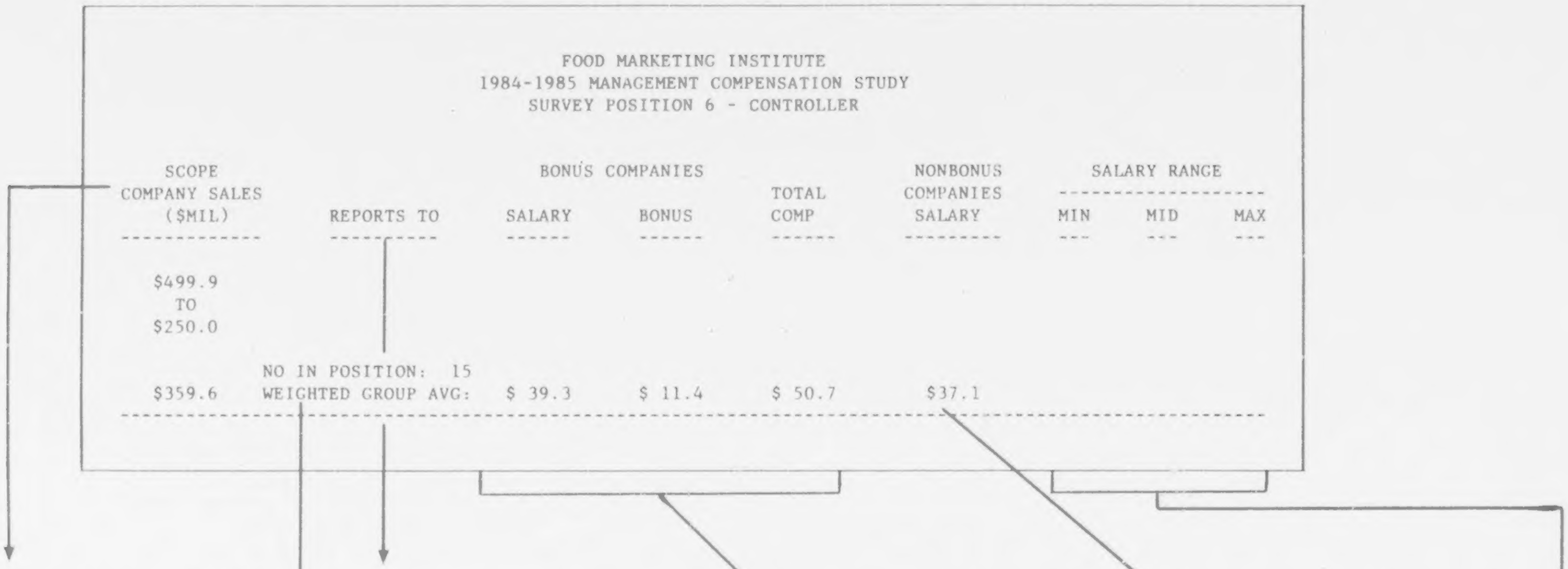
All compensation levels reported are effective **March 31, 1985.** Two types of displays are used in this report to present pay level data -- tabular displays and trend lines. Both types complement one another and, when used together, provide a comprehensive analysis of market pay levels.

TABULAR DISPLAYS

Tabular displays are most useful for giving a detailed picture of how the data is dispersed about the averages, how actual salaries compare to established salary ranges, and how bonus amounts relate to salary levels.

For each survey position, tabular displays show the compensation data as reported by each company. The data is categorized within scope/size groups to allow for comparison with positions in similar companies. In order to maintain the confidentiality of the participants' data, data with each scope category are arranged in descending order based solely on salary and not in relation to the scope/size of the company.

Each tabular display shows the following elements:



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                              FOOD MARKETING INSTITUTE
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                         SURVEY POSITION 6 - CONTROLLER

    SCOPE                          BONUS COMPANIES                 NONBONUS      SALARY RANGE
COMPANY SALES                                          TOTAL      COMPANIES   ------------------
   ($MIL)       REPORTS TO      SALARY       BONUS      COMP        SALARY      MIN    MID    MAX
-------------   ----------      ------      ------     ------     ---------     ---    ---    ---

   $499.9
     TO
   $250.0

             NO IN POSITION:  15
   $359.6    WEIGHTED GROUP AVG:  $ 39.3    $ 11.4     $ 50.7       $37.1
-------------------------------------------------------------------------------------------------
```

Scope: A relevant measure of position responsibility (i.e., company sales, number of stores, etc.)

The Group Average is weighted by the number of incumbents.

Reports To: Title of position to which the survey position reports.

No in Position: The total number of incumbents.

Bonus Companies' Salary, Bonus, and Total Compensation: The annual salary rate in effect as of March 31, 1985, bonus paid in 1985 (for 1984 performance), and total compensation (salary plus bonus). Incumbents eligible for bonus are included here even when a bonus was not awarded.

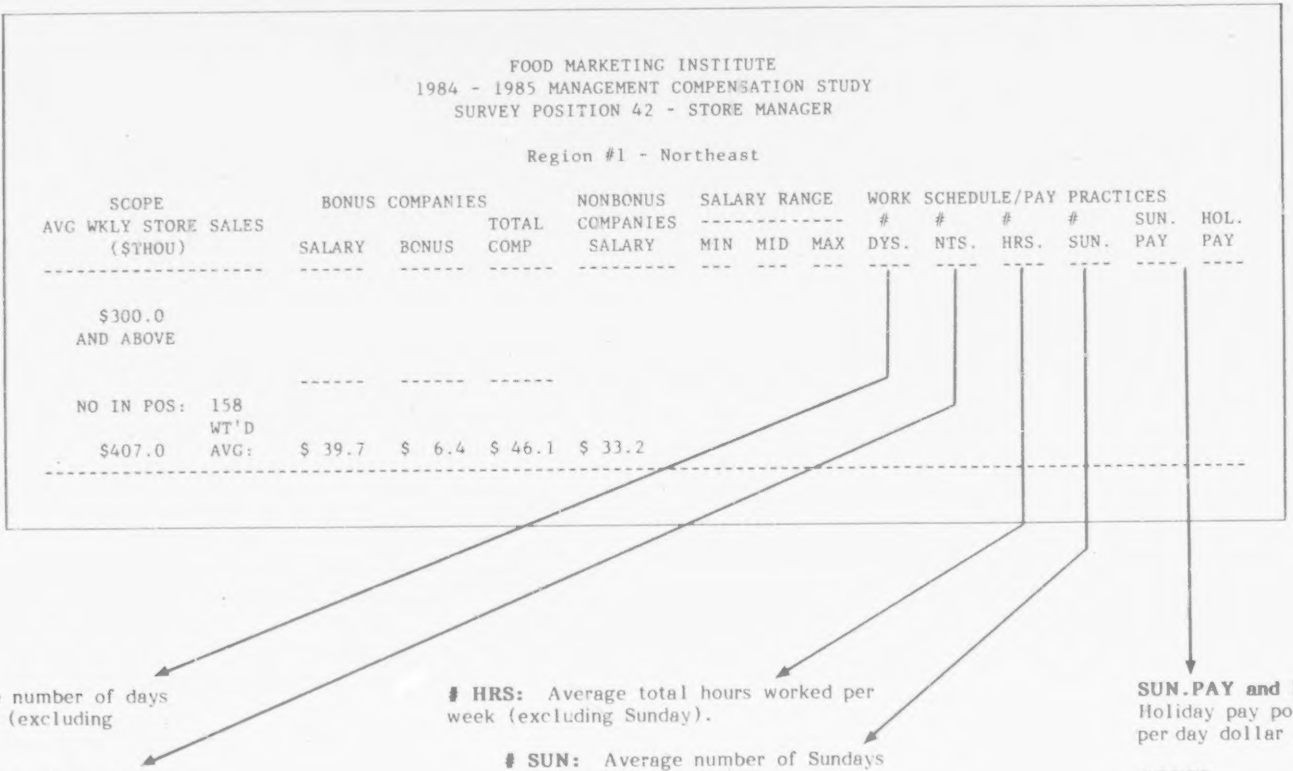
The Group Average is weighted by number of incumbents.

Nonbonus Companies Salary: The annual salary rate in effect as of March 31, 1985.

The Group Average is weighted by the number of incumbents.

Salary Range Minimum, Midpoint or "Control Point" and Maximum: The established salary range if the position is covered by a formal salary structure.

The work schedule and additional pay practices are reported for Store Managers, Assistant/Co-Store Managers, and Meat Department Managers (survey positions 42, 43, and 44) as shown in the following example.



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                              FOOD MARKETING INSTITUTE
                       1984 - 1985 MANAGEMENT COMPENSATION STUDY
                          SURVEY POSITION 42 - STORE MANAGER

                                Region #1 - Northeast

      SCOPE               BONUS COMPANIES        NONBONUS   SALARY RANGE  WORK SCHEDULE/PAY PRACTICES
AVG WKLY STORE SALES                     TOTAL   COMPANIES  ------------    #     #     #     #    SUN.  HOL.
     ($THOU)           SALARY   BONUS    COMP     SALARY    MIN  MID  MAX  DYS.  NTS.  HRS.  SUN.  PAY   PAY
--------------------   ------   ------  ------  ---------   ---  ---  ---  ----  ----  ----  ----  ----  ----

     $300.0
   AND ABOVE


                       ------   ------  ------

   NO IN POS:  158
               WT'D
     $407.0    AVG:    $ 39.7   $  6.4  $ 46.1   $ 33.2
-------------------------------------------------------------------------------------------------------------
```

# DYS: Average number of days worked per week (excluding Sunday).

# NTS: Average number of nights worked per week

# HRS: Average total hours worked per week (excluding Sunday).

# SUN: Average number of Sundays worked per year.

SUN.PAY and HOL. PAY Sunday and Holiday pay policy code A-G or per day dollar amount.

CODES

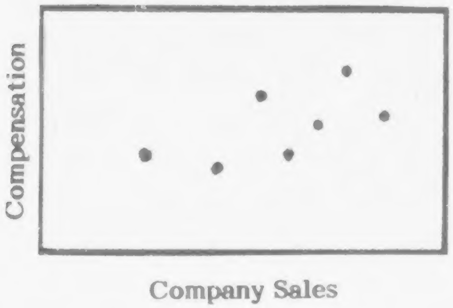
A. No additional compensation - compensatory time off.
B. No additional compensation - open Sundays.
C. Not applicable - close Sundays/Holidays.
D. Straight time pay
E. Time and one-half (1.5 X)pay
F. Double time (2 X) pay.
G. Triple time (3 X) pay.

TREND LINES

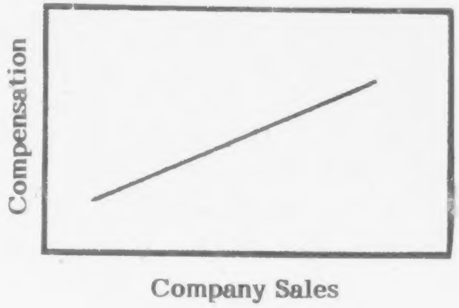
Some companies are reluctant to use trend lines because they do not show the actual data that have been reported. Trend lines, however, are most useful for analyzing the full range of data, and they tend to compensate better than tabular displays for one or two data points which may deviate significantly from the rest of the data.

The trend line provides a relative measure of the relationship between size (scope measure) and compensation. The actual data points (compensation in relation to scope) for each company are analyzed using a statistical technique called regression analysis to develop the "line of best fit" through all of the points. The following illustration shows this process.

If actual pay rates are plotted as points on a graph, in relation to company sales, the resulting scattergram may look like the following:

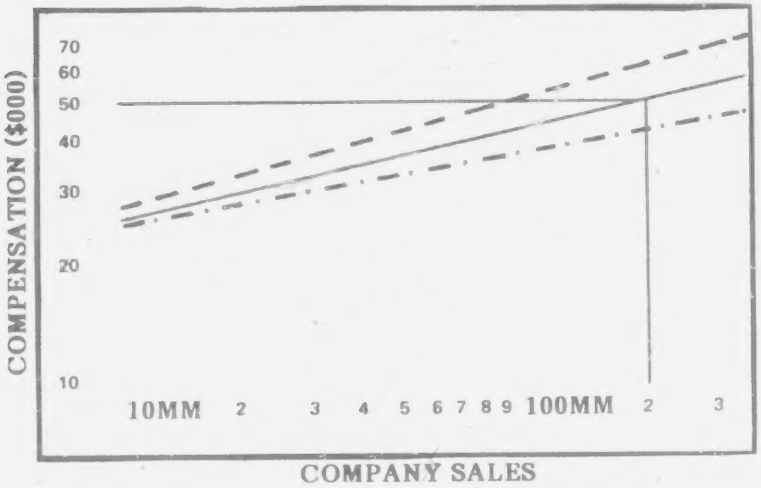


The regression equation is used to draw the "line of best fit" (i.e., that straight line which will minimize the squared distance between each point and the trend line).



All data have been transformed to the logarithmic scale because it more accurately shows the relationship between compensation and scope.

The following example illustrates the way trend lines are presented in this report.



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	- - - - - -		
Nonbonus Co's Salary	-.-.-.		

The trend line is read by finding the relevant sales volume on the horizontal axis and the corresponding compensation figures on the vertical axis. In the above example, company sales of $200MM reletes to an average base salary of $50,000 for bonus-paying companies.

The trend line exhibits also provide two statistical measures - - the coefficient of determination and the standard error. These statistics explain the impact of the scope measure as a predictor of compensation.

The following charts are guides in reading the trend lines.

GUIDE TO DETERMINING USEFULNESS OF TREND LINE ANALYSIS

COEFFICIENT OF DETERMINATION measures the variation in compensation that is explained by the scope.

If COEFFICIENT OF DETERMINATION is:	The Percent of Variation in Compensation Which is Explained by Scope is:
.90 - 1.00	90 - 100%
.80 - .89	80 - 89
.70 - .79	70 - 79
.60 - .69	60 - 69
.50 - .59	50 - 59
.40 - .49	40 - 49
.30 - .39	30 - 39
.20 - .29	20 - 29
.10 - .19	10 - 19

STANDARD ERROR measures the scatter or dispersion of points about the trend line.

If STANDARD ERROR is:	Most of the Data Falls within ± This Percent About the Line
1.00 - 1.10	0 - 10%
1.11 - 1.20	11 - 20
1.21 - 1.30	21 - 30
1.31 - 1.40	31 - 40
1.41 - 1.50	41 - 50
1.51 - 1.60	51 - 60
1.61 - 1.70	61 - 70
1.71 - 1.80	71 - 80
1.81 - 1.90	81 - 90

COEFFICIENT OF DETERMINATION	STANDARD ERROR			
	1.0 - 1.2	1.2 - 1.4	1.4 - 1.6	1.6 and Above
.64 - 1.00	EXCELLENT: Use with confidence.	VERY GOOD: Use with confidence.	GOOD: Use with caution since there is a high degree of variability about the line.	NOT GOOD: Too much variability about the line.
.36 - .64	VERY GOOD: Use with confidence.	GOOD: Use with confidence	ACCEPTABLE: Use with caution since there is a high degree of variability about the line.	NOT GOOD: Too much variability about the line
.16 - .36	GOOD: Use with confidence Points are clustered about the line but scope is not a predictor of compensation level.	GOOD: Use with caution, since scope only partially predicts compensation level and there is moderate degree of variability about the line.	NOT GOOD: Scope only partially predicts compensation levels and there is a high degree of variability about the line.	NOT GOOD: Too much variability about the line.

In conducting this survey, we obtained data for scope measures which we believed, based upon previous analysis, provided the best prediction of compensation levels for a given position. Where such a predictive relationship did not exist this year, the trend line was not constructed for that scope measure. Additionally, trend lines were not produced where there were insufficient data.

GEOGRAPHIC ANALYSIS

For **Merchandisers and Buyers, Division, District, and Store Management positions**, participants were asked to provide data on each position within five geographic regions. Where there are sufficient data, analyses have been provided for the following geographic areas.

REGION 1 - NORTHEAST:	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
REGION 2 - NORTHEAST CENTRAL:	Illinois, Indiana, Michigan, Ohio, Wisconsin
REGION 3 - WEST CENTRAL:	Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming
REGION 4 - SOUTHEAST:	Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia
REGION 5 - PACIFIC:	California, Hawaii, Oregon, Washington

NATIONAL ANALYSIS

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and division to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organization practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers and customers.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2000.0	BOARD OF DIR.				$710.0			
AND ABOVE	BOARD OF DIR.	$700.0	$265.0	$965.0			$830.0	
	BOARD OF DIR.	500.0	0.0	500.0				
	BOARD OF DIR.	465.0	208.7	673.7		261.5	348.6	435.8
	BOARD OF DIR.	460.0	300.0	760.0				
	BOARD OF DIR.	460.0	73.9	533.9				
	BOARD OF DIR.	400.0	60.0	460.0				
		400.0	193.5	593.5				
	BOARD OF DIR.	400.0	183.0	583.0		358.6	448.2	537.8
	BOARD OF DIR.	331.8	241.5	573.3				
	BOARD OF DIR.				305.0			
	NO IN POSITION: 11							
$ 6944.9	WEIGHTED GROUP AVG:	$457.4	$169.5	$626.9	$507.5			

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1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1999.9	BOARD OF DIR.	$360.0	$ 0.0	$360.0		$201.5	$268.6	$335.8
TO	BOARD OF DIR.	290.0	160.0	450.0				
$1000.0	BOARD OF DIR.	250.0	35.0	285.0				
	BOARD OF DIR.	224.5	36.6	261.1		193.0	250.9	308.8
					$208.0			
	BOARD OF DIR.	185.5	23.9	209.4				
	BOARD OF DIR.	175.0	0.0	175.0				
		156.0	34.0	190.0				
	NO IN POSITION: 8							
$ 1380.7	WEIGHTED GROUP AVG:	$234.4	$ 41.4	$275.8	$208.0			
$999.9	BOARD OF DIR.	$315.0	$ 62.5	$377.5				
TO	BOARD OF DIR.	260.2	0.0	260.2				
$500.0	BOARD OF DIR.				$250.0			
	BOARD OF DIR.	228.0	50.0	278.0		$137.9	$176.7	$215.8
	BOARD OF DIR.	192.0	67.2	259.2		125.9	159.3	192.7
	BOARD OF DIR.				190.0			
	BOARD OF DIR.	181.5	0.0	181.5		138.0	172.5	207.0
	BOARD OF DIR.	175.0	0.0	175.0				
	BOARD OF DIR.	140.0	12.7	152.7				
	BOARD OF DIR.	135.0	67.5	202.5				
	BOARD OF DIR.	125.0	490.1	615.1				
	BOARD OF DIR.	95.0	116.9	211.9				
	BOARD OF DIR.	67.6	227.4	295.0				
	NO IN POSITION: 13							
$ 697.9	WEIGHTED GROUP AVG:	$174.0	$ 99.5	$273.5	$220.0			

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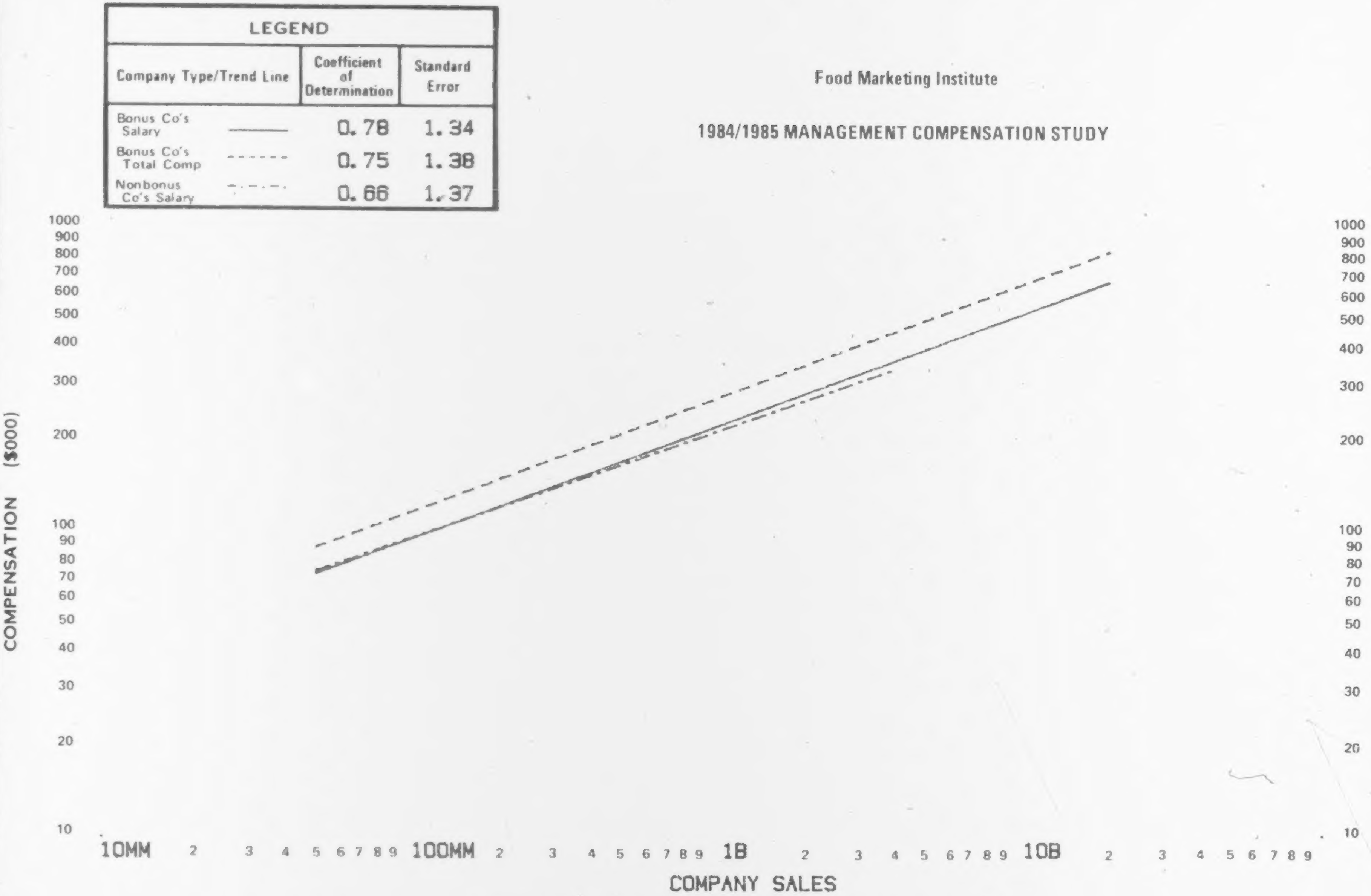
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$499.9	BOARD OF DIR.	$250.0	$ 0.0	$250.0				
TO	BOARD OF DIR.	225.0	25.0	250.0				
$250.0	BOARD OF DIR.	219.1	116.3	335.4				
	BOARD OF DIR.	206.2	32.8	239.0				
	BOARD OF DIR.	165.0	35.0	200.0				
	BOARD OF DIR.	155.0	0.0	155.0				
	BOARD OF DIR.				$125.0			
	BOARD OF DIR.	112.0	2.9	114.9				
	NO IN POSITION:	8						
$ 338.8	WEIGHTED GROUP AVG:	$190.3	$ 30.3	$220.6	$125.0			
$249.9	BOARD OF DIR.	$230.0	$100.0	$330.0				
TO	BOARD OF DIR.				$228.8			
$100.0	BOARD OF DIR.				208.0			
	BOARD OF DIR.	190.0	15.0	205.0		$151.0	$178.0	$205.0
	BOARD OF DIR.	145.6	34.1	179.7				
	BOARD OF DIR.	135.0	35.0	170.0				
	BOARD OF DIR.	113.6	0.0	113.6		88.4	120.2	141.4
	BOARD OF DIR.				92.5			
	BOARD OF DIR.				78.0			
	BOARD OF DIR.	75.0	15.0	90.0		65.0	75.0	100.0
	BOARD OF DIR.	74.9	20.0	94.9				
	BOARD OF DIR.	74.0	11.1	85.1				
	BOARD OF DIR.				64.2			
	BOARD OF DIR.	39.0	0.0	39.0		35.0	50.0	75.0
	NO IN POSITION:	14						
$ 151.5	WEIGHTED GROUP AVG:	$119.7	$ 25.6	$145.3	$134.3			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9		$135.0	$ 15.0	$150.0				
AND BELOW	BOARD OF DIR.				$130.0			
		117.0	50.0	167.0				
	BOARD OF DIR.				113.5			
					87.2			
	BOARD OF DIR.				82.5			
		78.0	97.0	175.0				
	BOARD OF DIR.	70.0	23.5	93.5				
	BOARD OF DIR.				62.0			
		61.0	0.0	61.0				
	NO IN POSITION: 10							
$ 73.2	WEIGHTED GROUP AVG:	$ 92.2	$ 37.1	$129.3	$ 95.0			
	NO IN POSITION: 64							
$ 1594.9	POSITION AVERAGE:	$219.6	$ 73.7	$293.3	$183.4			



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.78	1.34
Bonus Co's Total Comp	- - - - - -	0.75	1.38
Nonbonus Co's Salary	-·-·-·	0.66	1.37

SURVEY POSITION #1 - CHIEF EXECUTIVE OFFICER

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY

SURVEY POSITION 2 - CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$425.0	$ 24.9	$449.9				
	CEO/PRESIDENT	375.0	0.0	375.0				
	CEO/PRESIDENT	310.0	142.9	452.9		$250.3	$312.9	$375.5
	CEO/PRESIDENT	270.0	120.5	390.5		173.8	231.7	289.6
	CEO/PRESIDENT	250.0	130.0	380.0				
	CEO/PRESIDENT	250.0	40.0	290.0				
	CEO/PRESIDENT	211.0	31.7	242.7				
	BOARD OF DIR.	171.3	56.3	227.6		162.7	203.4	244.1
	CEO/PRESIDENT	171.0	32.0	203.0		93.1	116.3	139.5
	BOARD OF DIR.	166.4	65.9	232.3				
	CEO/PRESIDENT	159.0	20.0	179.0				
	NO IN POSITION:	11						
$ 5286.3	WEIGHTED GROUP AVG:	$250.8	$ 60.4	$311.2				

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9	BOARD OF DIR.				$220.0			
TO	BOARD OF DIR.	$175.0	$ 0.0	$175.0				
$250.0	CEO/PRESIDENT	147.8	0.0	147.8		$116.2	$145.2	$174.3
	CEO/PRESIDENT	143.0	20.0	163.0		103.3	130.8	158.5
	CEO/PRESIDENT	125.0	0.0	125.0				
	BOARD OF DIR.				120.0			
	CEO/PRESIDENT				120.0			
	CEO/PRESIDENT	110.0	55.0	165.0				
	CEO/PRESIDENT	100.0	10.0	110.0				
	CEO/PRESIDENT	93.6	24.2	117.8				
	CEO/PRESIDENT	88.0	7.5	95.5				
	CEO/PRESIDENT	66.0	48.7	114.7				
	NO IN POSITION:	13						
$ 529.0	WEIGHTED GROUP AVG:	$111.4	$ 21.5	$132.9	$153.3			

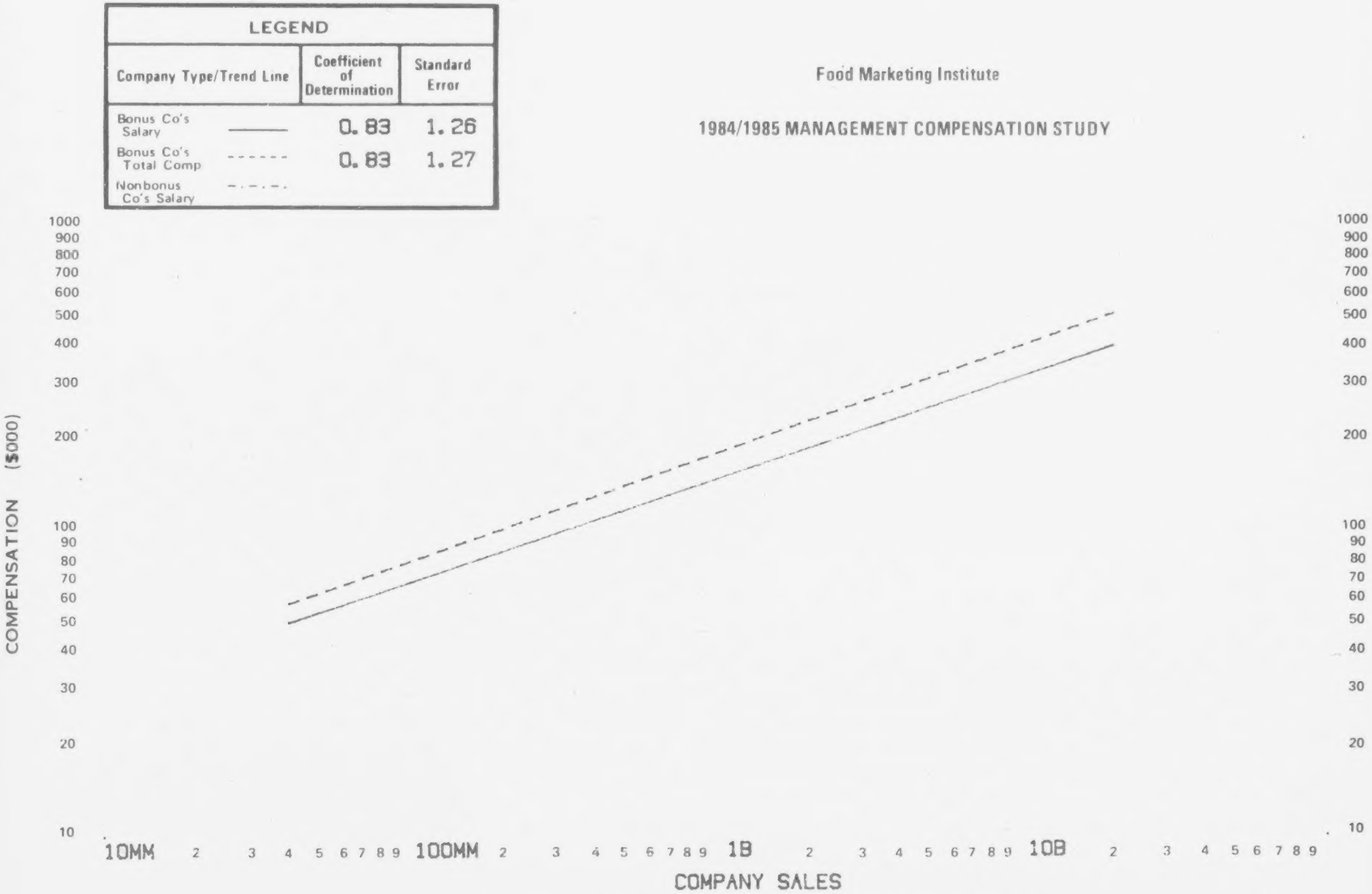
FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9	CEO/PRESIDENT				$228.8			
AND BELOW	CEO/PRESIDENT	$137.5	$ 50.0	$187.5		$113.0	$141.0	$192.0
	CEO/PRESIDENT	103.6	0.0	103.6		80.7	109.1	129.8
	CEO/PRESIDENT	87.4	0.0	87.4				
					87.2			
	CEO/PRESIDENT				81.0			
	CEO/PRESIDENT	80.0	5.0	85.0				
		78.0	97.0	175.0				
	CEO/PRESIDENT	71.3	10.7	82.0				
	CEO/PRESIDENT	71.0	30.0	101.0				
	CEO/PRESIDENT	57.2	17.3	74.5				
		50.0	5.0	55.0				
	CEO/PRESIDENT	50.0	10.0	60.0		40.0	50.0	75.0
	BOARD OF DIR.	39.0	0.0	39.0		35.0	50.0	75.0
	NO IN POSITION:	15						
$ 136.2	WEIGHTED GROUP AVG:	$ 72.0	$ 18.8	$ 90.8	$132.3			

	NO IN POSITION:	39			
$ 1719.7	POSITION AVERAGE:	$143.5	$ 33.5	$177.0	$142.8

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.83	1.26
Bonus Co's Total Comp	- - - - - -	0.83	1.27
Nonbonus Co's Salary	—.—.—.		

SURVEY POSITION #2 - CHIEF OPERATING OFFICER

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

Develops and implements policies, plans and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

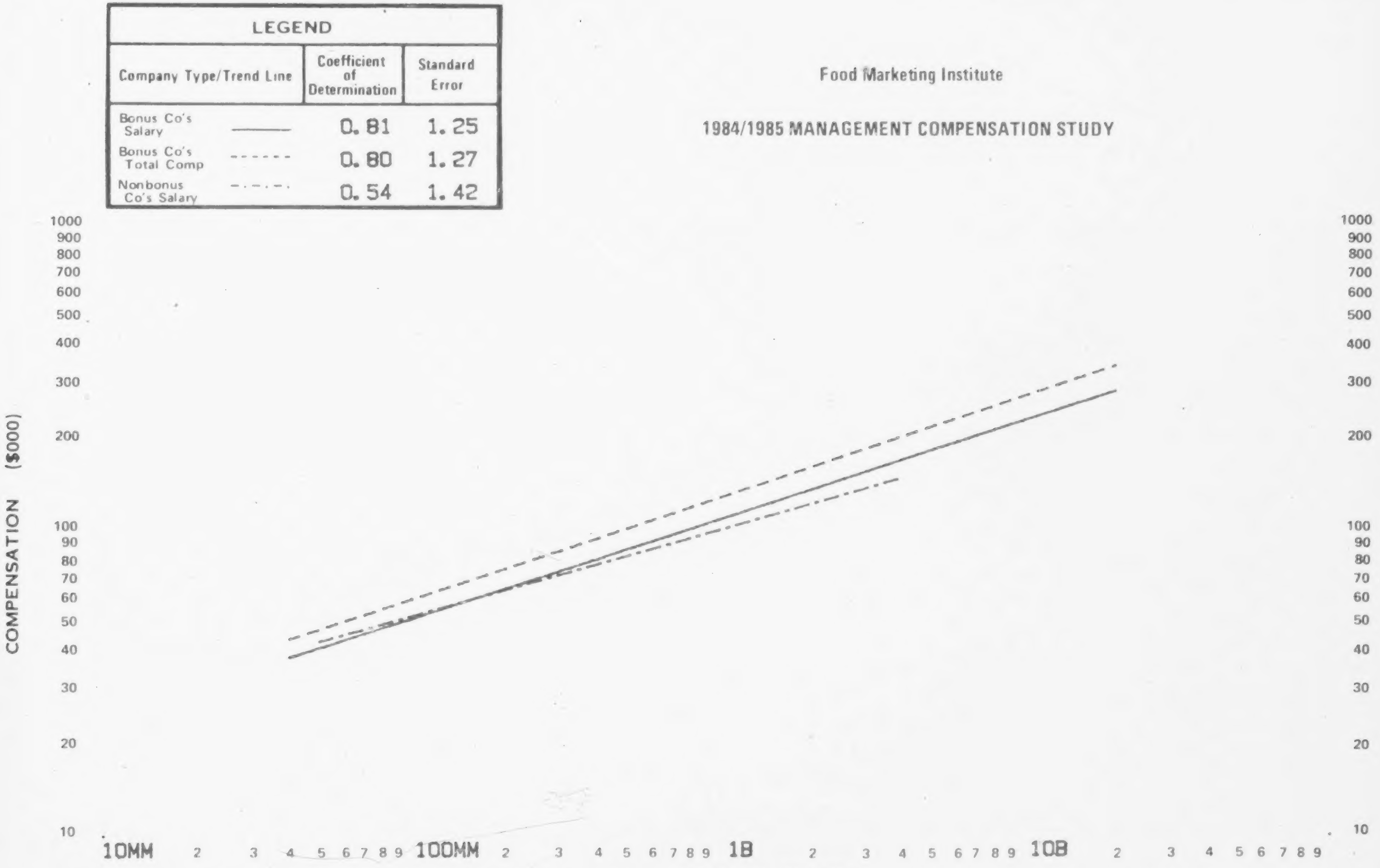
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0	CEO/PRESIDENT	$280.0	$ 0.0	$280.0				
AND ABOVE	CEO/PRESIDENT				$255.0			
	CEO/PRESIDENT	215.0	65.3	280.3		$185.0	$250.0	$315.0
	CEO/PRESIDENT	212.0	125.4	337.4				
	CEO/PRESIDENT	200.0	57.3	257.3				
	CEO/PRESIDENT	195.0	75.2	270.2		132.5	176.6	220.8
	CEO/PRESIDENT	175.0	87.5	262.5				
		175.0	86.0	261.0		119.2	149.0	178.8
	CEO/PRESIDENT	157.4	23.6	181.0				
	CEO/PRESIDENT	155.0	88.8	243.8		139.7	174.6	209.5
	CEO/PRESIDENT	145.0	0.0	145.0		96.5	125.3	154.1
	BOARD OF DIR.	145.0	0.0	145.0		112.3	140.4	168.5
	CEO/PRESIDENT	137.5	22.0	159.5				
	CEO/PRESIDENT	113.5	13.5	127.0				
	CEO/PRESIDENT	112.0	22.5	134.5		90.0	110.0	130.0
		93.5	10.0	103.5				
	CEO/PRESIDENT				90.0			
					71.0			
	NO IN POSITION: 19							
$ 4766.8	WEIGHTED GROUP AVG	$167.4	$ 45.1	$212.5	$167.8			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	CEO/PRESIDENT	$175.0	$ 0.0	$175.0				
TO	CEO/PRESIDENT	131.3	0.0	131.3				
$500.0					$125.0			
	CEO/PRESIDENT	110.0	22.5	132.5				
	CEO/PRESIDENT	107.0	37.4	144.4		$ 84.0	$105.4	$126.8
	CEO/PRESIDENT	100.0	0.0	100.0				
	CEO/PRESIDENT	100.0	0.0	100.0		78.9	98.7	118.5
	CEO/PRESIDENT	96.0	8.7	104.7				
	C.O.O.				92.0			
	CEO/PRESIDENT	90.0	45.0	135.0				
	CEO/PRESIDENT				90.0			
	CEO/PRESIDENT	89.1	0.0	89.1		72.0	90.0	108.0
	CEO/PRESIDENT				67.6			
		62.0	14.0	76.0		60.2	73.9	87.3
	CEO/PRESIDENT	60.0	260.4	320.4				
	CEO/PRESIDENT	53.5	20.1	73.6				
	CEO/PRESIDENT	41.6	83.4	125.0				
	NO IN POSITION: 17							
$ 691.9	WEIGHTED GROUP AVG:	$ 93.5	$ 37.8	$131.3	$ 93.7			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	CEO/PRESIDENT	$135.0	$ 0.0	$135.0				
TO	CEO/PRESIDENT	108.4	41.1	149.5		$ 60.2	$ 75.2	$ 96.3
$200.0	C.O.O.	95.0	0.0	95.0				
	CEO/PRESIDENT	85.0	8.0	93.0				
	CEO/PRESIDENT	65.5	9.8	75.3				
	CEO/PRESIDENT	62.4	18.2	80.6				
	CEO/PRESIDENT	58.0	25.0	83.0		80.0	100.0	120.0
	CEO/PRESIDENT	56.0	1.5	57.5				
	C.O.O.				$ 46.0			
	NO IN POSITION:	9						
$ 317.4	WEIGHTED GROUP AVG:	$ 83.2	$ 12.9	$ 96.1	$ 46.0			
$199.9	CEO/PRESIDENT				$ 78.0			
AND BELOW	C.O.O.	$ 75.8	$ 0.0	$ 75.8				
	C.O.O.	75.6	0.0	75.6		$ 54.6	$ 74.2	$ 87.3
	CEO/PRESIDENT	75.0	22.5	97.5				
	CEO/PRESIDENT				68.6			
	CEO/PRESIDENT	60.0	10.0	70.0		40.0	50.0	75.0
	CEO/PRESIDENT	58.2	11.8	70.0				
	CEO/PRESIDENT				52.0			
		50.0	5.0	55.0				
	CEO/PRESIDENT	50.0	30.0	80.0				
	EXEC. V.P.				49.4			
	CEO/PRESIDENT	47.6	11.0	58.6		38.0	44.3	50.6
	BOARD OF DIR.	39.0	0.0	39.0		35.0	50.0	75.0
					37.2			
	CEO/PRESIDENT	35.5	9.5	45.0				
		34.3	3.6	37.9				
	NO IN POSITION:	16						
$ 114.0	WEIGHTED GROUP AVG:	$ 54.6	$ 9.4	$ 64.0	$ 57.0			
	NO IN POSITION:	61						
$ 1754.3	POSITION AVERAGE:	$106.2	$ 29.3	$135.5	$ 98.3			



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.81	1.25
Bonus Co's Total Comp	- - - - - -	0.80	1.27
Nonbonus Co's Salary	-·-·-·	0.54	1.42

SURVEY POSITION #3 - CHIEF FINANCIAL OFFICER

FOOD MARKETING INSTITUTE

1984-1985 MANAGEMENT COMPENSATION STUDY

SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability and capital investments.

SCOPE COMPANY SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$250.0	$ 0.0	$250.0				
	CEO/PRESIDENT	241.7	93.5	335.2		$185.0	$250.0	$315.0
	CEO/PRESIDENT	237.0	168.8	405.8				
	C.O.O.	225.0	112.6	337.6		208.9	218.0	261.6
	CEO/PRESIDENT	200.0	70.0	270.0				
	C.O.O.	150.0	22.5	172.5				
	BOARD OF DIR.	138.8	32.6	171.4				
	CEO/PRESIDENT	130.0	35.0	165.0				
	NO IN POSITION:	15						
$ 7062.7	WEIGHTED GROUP AVG:	$211.2	$ 79.6	$290.8				

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY
EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9		$152.0	$ 60.0	$212.0		$133.7	$167.1	$200.5
TO	CEO/PRESIDENT	138.0	0.0	138.0				
$250.0	C.O.O.	125.0	0.0	125.0				
	C.O.O.	125.0	37.5	162.5				
		118.0	81.1	199.1		112.5	138.0	163.1
					$ 95.2			
	C.O.O.				90.0			
	EXEC. V.P.	74.0	15.1	89.1		50.5	67.4	84.2
	CEO/PRESIDENT	67.6	39.4	107.0				
	C.O.O.	62.4	12.3	74.7				
	NO IN POSITION: 11							
$ 659.9	WEIGHTED GROUP AVG:	$103.3	$ 31.6	$134.9	$ 92.6			
$249.9	CEO/PRESIDENT				$130.0			
AND BELOW	BOARD OF DIR.	$ 80.0	$ 10.0	$ 90.0				
	CEO/PRESIDENT				70.2			
	C.O.O.	69.0	30.0	99.0		$ 67.0	$ 83.0	$100.0
	C.O.O.	67.8	0.0	67.8		41.5	62.3	80.3
	CEO/PRESIDENT	63.5	11.8	75.3				
	CEO/PRESIDENT				62.4			
					55.0			
		45.0	5.0	50.0				
	C.O.O.	45.0	10.0	55.0		35.0	45.0	60.0
	BOARD OF DIR.	39.0	0.0	39.0		35.0	50.0	75.0
	NO IN POSITION: 16							
$ 144.3	WEIGHTED GROUP AVG:	$ 59.6	$ 6.6	$ 66.2	$ 79.4			
	NO IN POSITION: 42							
$ 2750.2	POSITION AVERAGE:	$133.7	$ 43.2	$176.9	$ 83.8			

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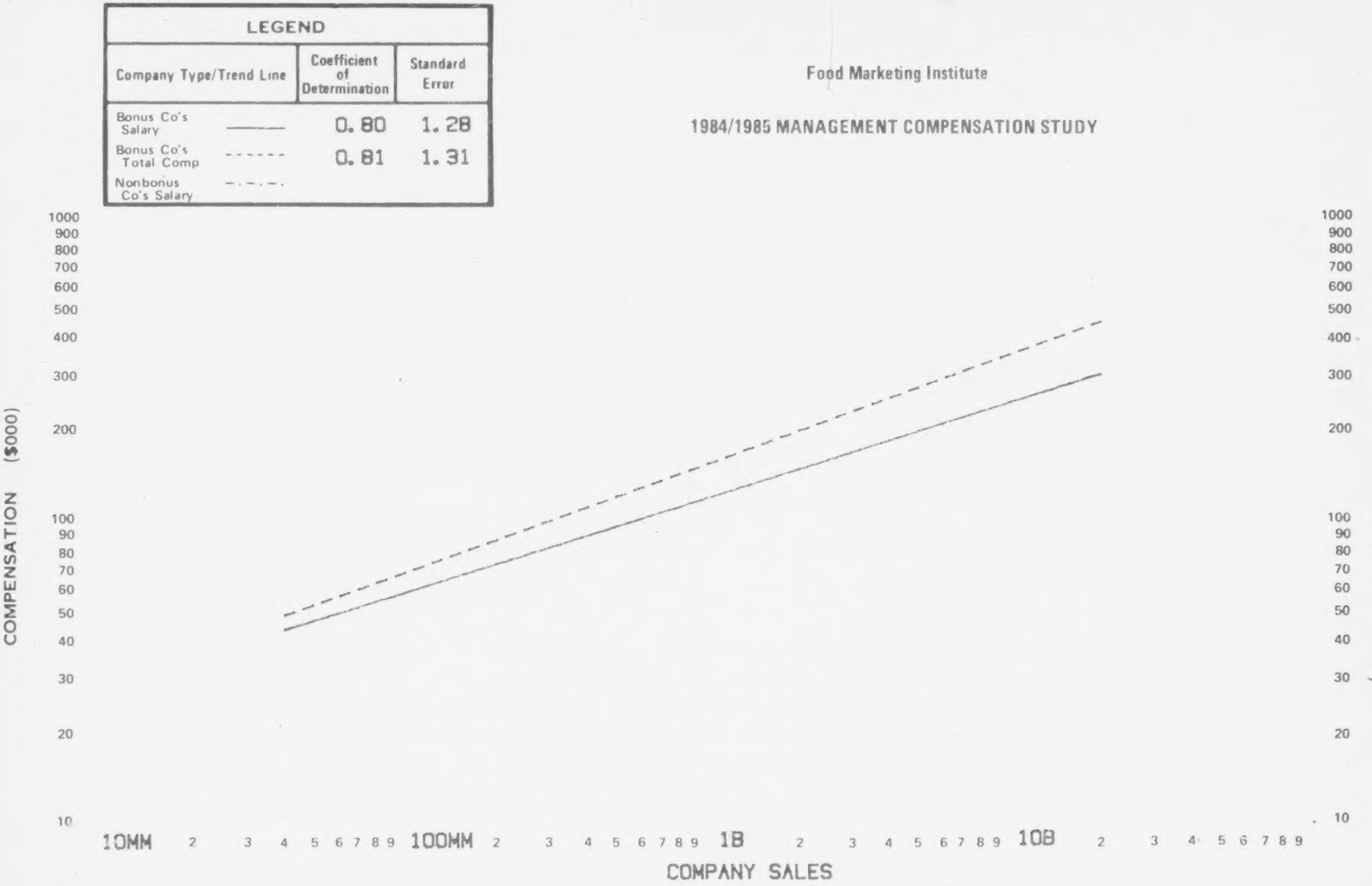
1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #4 - TOP OPERATING COMPANY EXECUTIVE

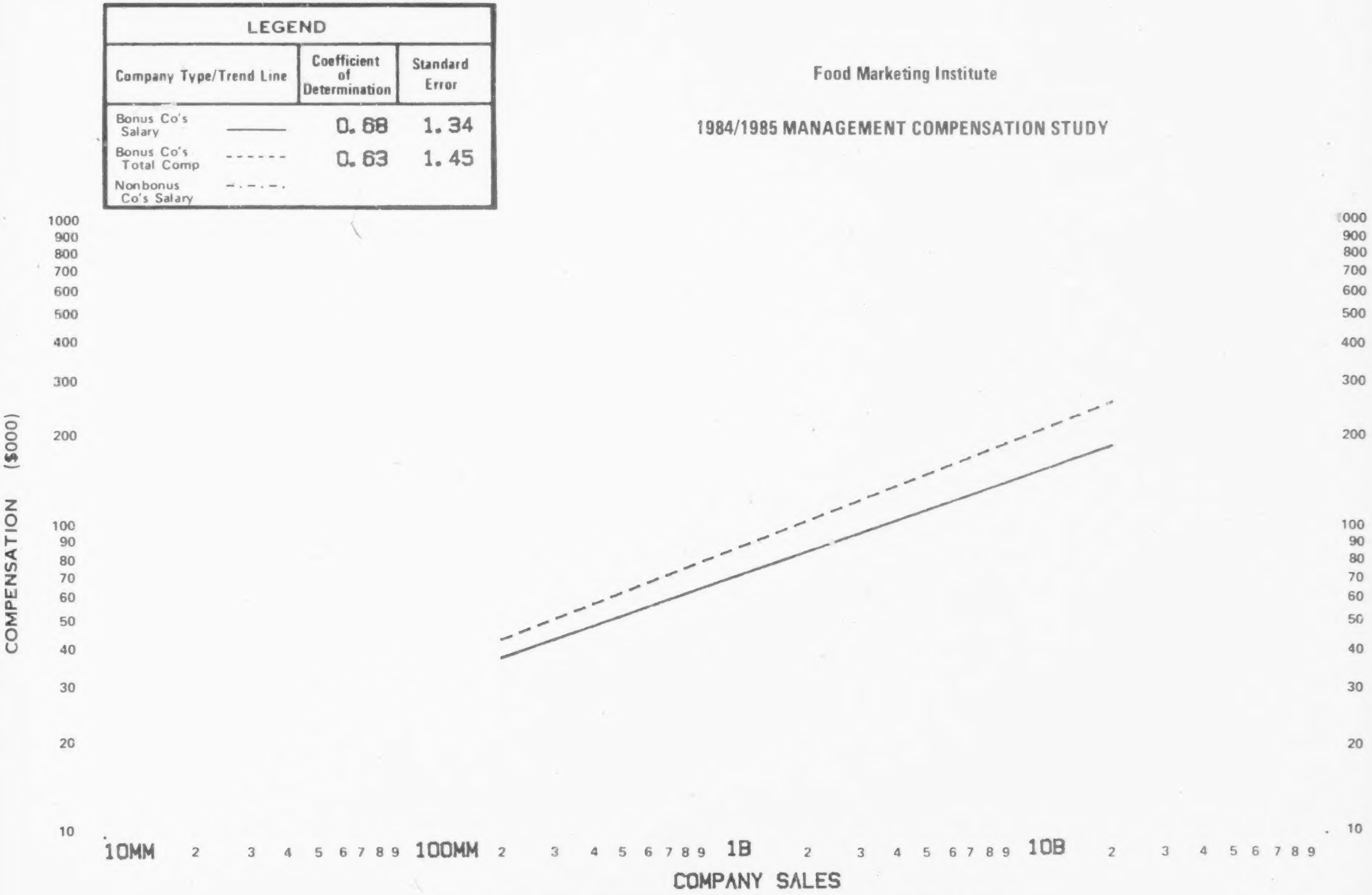
FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2000.0 AND ABOVE	CEO/PRESIDENT	$215.0	$103.4	$318.4		$160.0	$217.1	$273.6
	CEO/PRESIDENT	150.0	72.5	222.5		117.9	147.5	177.0
	EXEC. V.P.	150.0	0.0	150.0				
	CEO/PRESIDENT	138.9	101.1	240.0				
	CEO/PRESIDENT	125.0	16.0	141.0				
		105.0	24.1	129.1		100.1	125.1	150.1
	CEO/PRESIDENT	90.0	105.5	195.5				
	BOARD OF DIR.	88.5	27.0	115.5		68.3	85.4	102.5
	SENIOR V.P.	78.0	12.5	90.5				
	CEO/PRESIDENT	77.1	11.6	88.7				
	NO IN POSITION:	10						
$ 7038.3	WEIGHTED GROUP AVG:	$121.8	$ 47.3	$169.1				
$1999.9 TO $1000.0	CEO/PRESIDENT	$102.5	$ 26.3	$128.8		$ 72.9	$ 91.1	$109.3
	CEO/PRESIDENT	88.4	33.3	121.7				
	CEO/PRESIDENT				$ 87.5			
					59.8			
	SENIOR V.P.	55.0	3.6	58.6		34.0	43.5	52.9
	C.O.O.	45.0	0.0	45.0		34.0	42.5	51.0
	NO IN POSITION:	6						
$ 1382.9	WEIGHTED GROUP AVG:	$ 72.7	$ 15.8	$ 88.5	$ 73.7			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	CEO/PRESIDENT	$103.5	$ 0.0	$103.5				
AND BELOW	CEO/PRESIDENT	85.0	0.0	85.0				
	C.O.O.	82.5	24.8	107.3				
	CEO/PRESIDENT	71.0	10.0	81.0		$ 54.7	$ 66.7	$ 79.6
					$ 66.0	60.2	73.9	87.3
	SENIOR V.P.	41.5	5.1	46.6				
	CEO/PRESIDENT	37.5	12.2	49.7				
	BOARD OF DIR.	35.0	4.0	39.0		30.0	35.0	40.0
	C.O.O.	33.0	9.0	42.0				
	NO IN POSITION:	9						
$ 611.4	WEIGHTED GROUP AVG:	$ 61.1	$ 8.2	$ 69.3	$ 66.0			
	NO IN POSITION:	25						
$ 3367.3	POSITION AVERAGE:	$ 90.8	$ 27.4	$118.2	$ 71.1			



SURVEY POSITION #5 - TOP LEGAL EXECUTIVE

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in periodic (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer. (If Controller is Chief Financial Officer, report data under Survey Position #3.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2000.0 AND ABOVE	SENIOR V.P.				$149.0			
	EXEC. V.P.	$130.0	$ 0.0	$130.0				
	SENIOR V.P.	125.0	59.4	184.4		$ 92.1	$122.9	$153.6
	GROUP EXEC.	112.5	52.2	164.7		96.1	120.1	144.1
	EXEC. V.P.	95.0	21.9	116.9		61.4	81.8	102.3
		89.0	21.0	110.0		74.5	93.1	111.8
	EXEC. V.P.	80.0	12.8	92.8				
	EXEC. V.P.	67.0	9.3	76.3				
	SENIOR V.P.	66.3	22.5	88.8		45.0	56.2	67.5
	SENIOR V.P.				55.4	50.6	63.2	75.8
	NO IN POSITION:	10						
$ 7273.4	WEIGHTED GROUP AVG:	$ 95.6	$ 24.9	$120.5	$102.2			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1999.9	CEO/PRESIDENT				$ 90.0			
TO	CEO/PRESIDENT				77.5	$ 57.1	$ 71.3	$ 85.5
$1000.0		$ 70.0	$ 6.0	$ 76.0				
	SENIOR V.P.	67.7	4.7	72.4		49.3	64.6	78.6
	BOARD OF DIR.	63.7	6.1	69.8				
	GROUP EXEC.	62.0	0.0	62.0		44.5	56.3	68.1
	SENIOR V.P.	57.0	8.5	65.5		48.0	57.0	65.0
	VICE PRESIDENT	50.0	12.5	62.5		50.6	65.0	83.5
	NO IN POSITION: 8							
$ 1400.4	WEIGHTED GROUP AVG:	$ 61.7	$ 6.3	$ 68.0	$ 83.8			
$999.9	CEO/PRESIDENT	$ 83.0	$ 0.0	$ 83.0				
TO					$ 78.2			
$500.0		77.0	17.3	94.3		$ 71.7	$ 89.6	$107.5
	SENIOR V.P.	72.0	18.6	90.6				
	SENIOR V.P.				60.0			
	SENIOR V.P.	58.7	0.0	58.7		50.7	63.4	76.0
	VICE PRESIDENT	54.8	0.0	54.8				
	SENIOR V.P.	53.0	6.9	59.9				
	VICE PRESIDENT	52.0	0.0	52.0				
	SENIOR V.P.	50.0	17.5	67.5				
	SENIOR V.P.	50.0	6.2	56.2		41.0	50.8	60.4
		50.0	9.4	59.4		45.6	56.0	66.1
	C.O.O.	45.0	3.4	48.4		44.2	59.0	73.6
	CEO/PRESIDENT	44.2	35.0	79.2				
	VICE PRESIDENT	42.0	17.3	59.3				
	VICE PRESIDENT	42.0	0.0	42.0		43.8	53.1	64.5
	VICE PRESIDENT	35.0	55.0	90.0				
	NO IN POSITION: 17							
$ 696.3	WEIGHTED GROUP AVG:	$ 53.9	$ 12.5	$ 66.4	$ 69.1			

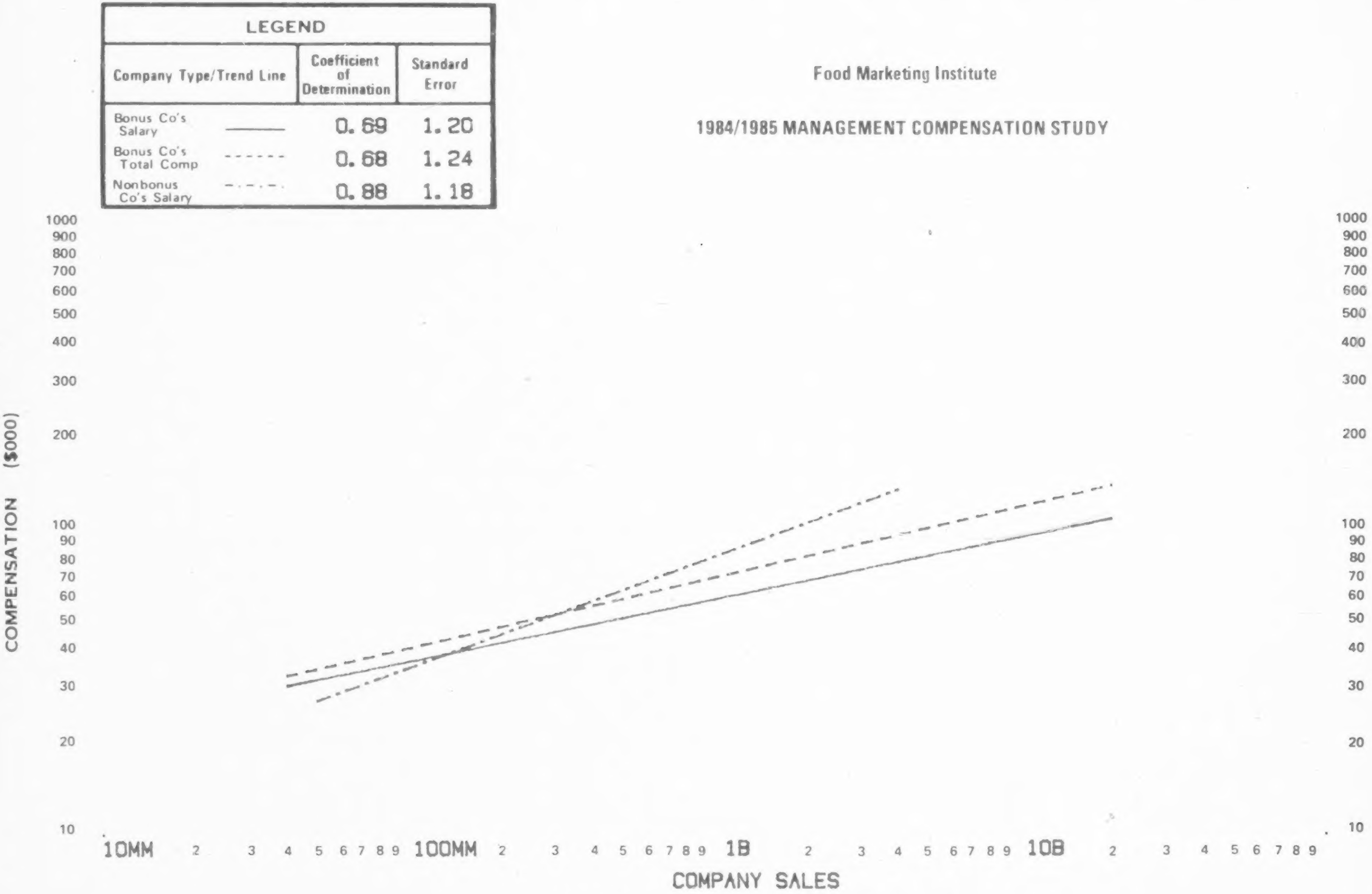
FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$499.9		$ 58.0	$ 25.0	$ 83.0		$ 52.0	$ 65.0	$ 78.0
TO	VICE PRESIDENT	50.9	18.0	68.9				
$200.0	C.O.O.	50.0	1.3	51.3				
	EXEC. V.P.	50.0	0.0	50.0				
	C.O.O.				$ 48.0			
	CEO/PRESIDENT	46.0	0.0	46.0				
	SENIOR V.P.	45.0	0.0	45.0				
	SENIOR V.P.	43.7	5.7	49.4				
	VICE PRESIDENT	39.7	10.7	50.4		31.8	39.7	49.7
	VICE PRESIDENT	36.4	2.7	39.1				
	SENIOR V.P.	35.0	5.0	40.0				
	NO IN POSITION: 11							
$ 308.6	WEIGHTED GROUP AVG:	$ 45.5	$ 6.8	$ 52.3	$ 48.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$199.9	CEO/PRESIDENT	$ 51.5	$ 0.0	$ 51.5				
AND BELOW	C.O.O.	50.0	5.0	55.0				
	CEO/PRESIDENT				$ 50.0			
	BOARD OF DIR.				47.6	$ 32.1	$ 40.1	$ 48.1
	SENIOR V.P.				47.0	36.2	47.5	57.0
		45.2	3.5	48.7				
	CEO/PRESIDENT				41.9	30.0	35.0	45.0
		40.0	5.0	45.0				
	CEO/PRESIDENT				40.0			
	C.O.O.	38.0	4.0	42.0		30.0	35.0	45.0
	C.O.O.	36.7	0.0	36.7				
	CEO/PRESIDENT				35.0			
	VICE PRESIDENT				34.1			
					30.0			
	CEO/PRESIDENT				26.0			
	NO IN POSITION: 15							
$ 121.4	WEIGHTED GROUP AVG:	$ 43.6	$ 2.9	$ 46.5	$ 39.1			

	NO IN POSITION: 61				
$ 1655.6	POSITION AVERAGE:	$ 59.1	$ 11.3	$ 70.4	$ 56.9



SURVEY POSITION #6 - CONTROLLER

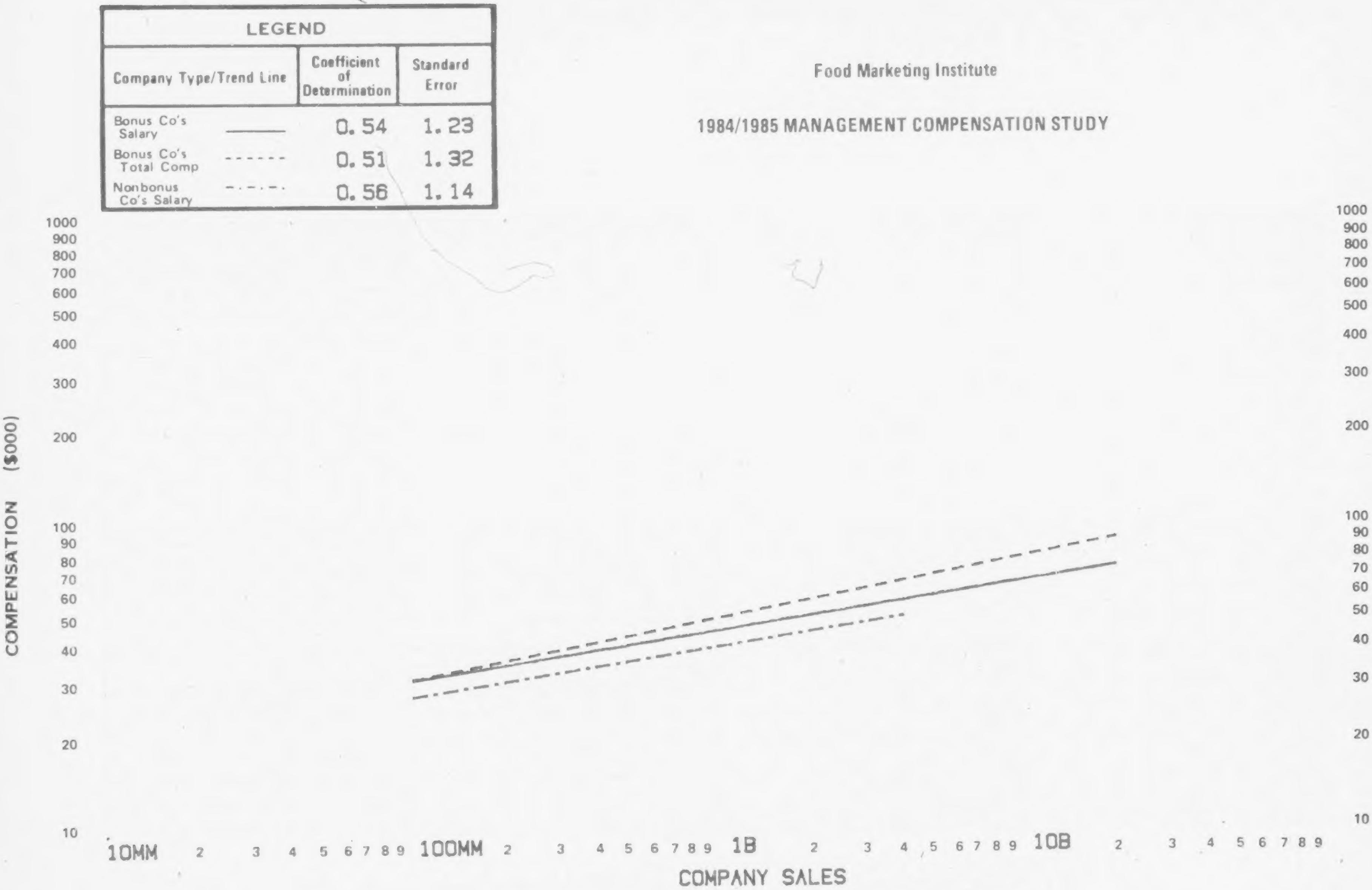
FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial managment control systems and implements new systems to assure compliance with corporate accounting's systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$1000.0 AND ABOVE	GROUP EXEC.	$107.5	$ 43.6	$151.1		$ 75.5	$ 94.4	$113.3
	SENIOR V.P.	70.0	33.7	103.7		57.8	75.8	93.8
	SENIOR V.P.	66.3	10.0	76.3		45.0	56.2	67.5
	GROUP EXEC.	65.0	1.1	66.1		43.9	57.1	70.3
	EXEC. V.P.	62.5	0.0	62.5				
	SENIOR V.P.				$ 61.0			
	SENIOR V.P.				56.0	48.0	54.0	60.5
		54.0	5.1	59.1		40.9	51.2	61.4
	SENIOR V.P.	51.3	3.6	54.9		41.8	54.8	67.3
	EXEC. V.P.	50.4	24.4	74.8				
	VICE PRESIDENT	48.3	9.3	57.6		39.0	48.7	58.5
	EXEC. V.P.	48.0	7.4	55.4		39.9	53.2	66.5
	BOARD OF DIR.				47.7	38.6	47.4	56.1
					39.5	36.1	45.5	54.9
	SENIOR V.P.				39.0			
	VICE PRESIDENT	36.0	0.0	36.0		33.1	42.2	51.3
	NO IN POSITION: 16							
$ 5287.9	WEIGHTED GROUP AVG:	$ 59.9	$ 12.6	$ 72.5	$ 48.6			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 TO $500.0	SENIOR V.P.	$ 59.4	$ 13.5	$ 72.9				
	CEO/PRESIDENT	54.0	0.0	54.0				
	SENIOR V.P.	49.2	0.0	49.2		$ 42.2	$ 52.7	$ 63.2
	CEO/PRESIDENT	41.0	2.5	43.5				
					$ 38.0	34.4	42.0	49.9
	EXEC. V.P.				35.7			
	EXEC. V.P.				35.7			
	EXEC. V.P.				35.7			
		34.6	1.4	36.0		28.3	37.8	47.2
	MANAGER	34.1	0.0	34.1				
	SENIOR V.P.				34.0	26.6	33.2	39.8
	SENIOR V.P.				34.0	30.3	37.0	43.8
	VICE PRESIDENT	33.5	0.0	33.5		29.5	34.4	40.3
	NO IN POSITION: 13							
$ 677.4	WEIGHTED GROUP AVG:	$ 43.7	$ 2.5	$ 46.2	$ 35.5			
$499.9 AND BELOW	EXEC. V.P.	$ 40.0	$ 0.0	$ 40.0				
	SENIOR V.P.	38.0	4.0	42.0				
	CEO/PRESIDENT	37.7	5.9	43.6				
	BOARD OF DIR.				$ 35.0	$ 30.9	$ 38.6	$ 44.1
	C.O.O.				35.0			
	VICE PRESIDENT	33.8	2.5	36.3				
	CEO/PRESIDENT				33.0			
	NO IN POSITION: 8							
$ 265.0	WEIGHTED GROUP AVG:	$ 37.4	$ 3.1	$ 40.5	$ 34.5			
	NO IN POSITION: 37							
$ 2582.0	POSITION AVERAGE:	$ 50.7	$ 7.6	$ 58.3	$ 39.6			



SURVEY POSITION #7 - TOP AUDIT EXECUTIVE

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING
EXECUTIVE

Directs the data processing function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2000.0 AND ABOVE	EXEC. V.P.	$157.5	$ 25.2	$182.7				
	EXEC. V.P.	135.0	0.0	135.0				
	SENIOR V.P.	110.0	19.9	129.9		$ 72.6	$ 95.6	$118.5
	CEO/PRESIDENT	102.0	147.0	249.0				
	SENIOR V.P.	88.2	31.9	120.1		85.0	106.3	127.6
		87.0	15.0	102.0		81.3	101.7	122.0
	EXEC. V.P.	85.0	24.2	109.2		63.5	84.7	105.9
	GROUP EXEC.	83.5	12.5	96.0				
	EXEC. V.P.	80.5	39.1	119.6				
	CEO/PRESIDENT				$ 77.0			
	SENIOR V.P.	74.0	19.0	93.0		68.3	85.4	102.5
	NO IN POSITION: 11							
$ 6876.0	WEIGHTED GROUP AVG:	$100.3	$ 33.4	$133.6	$ 77.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

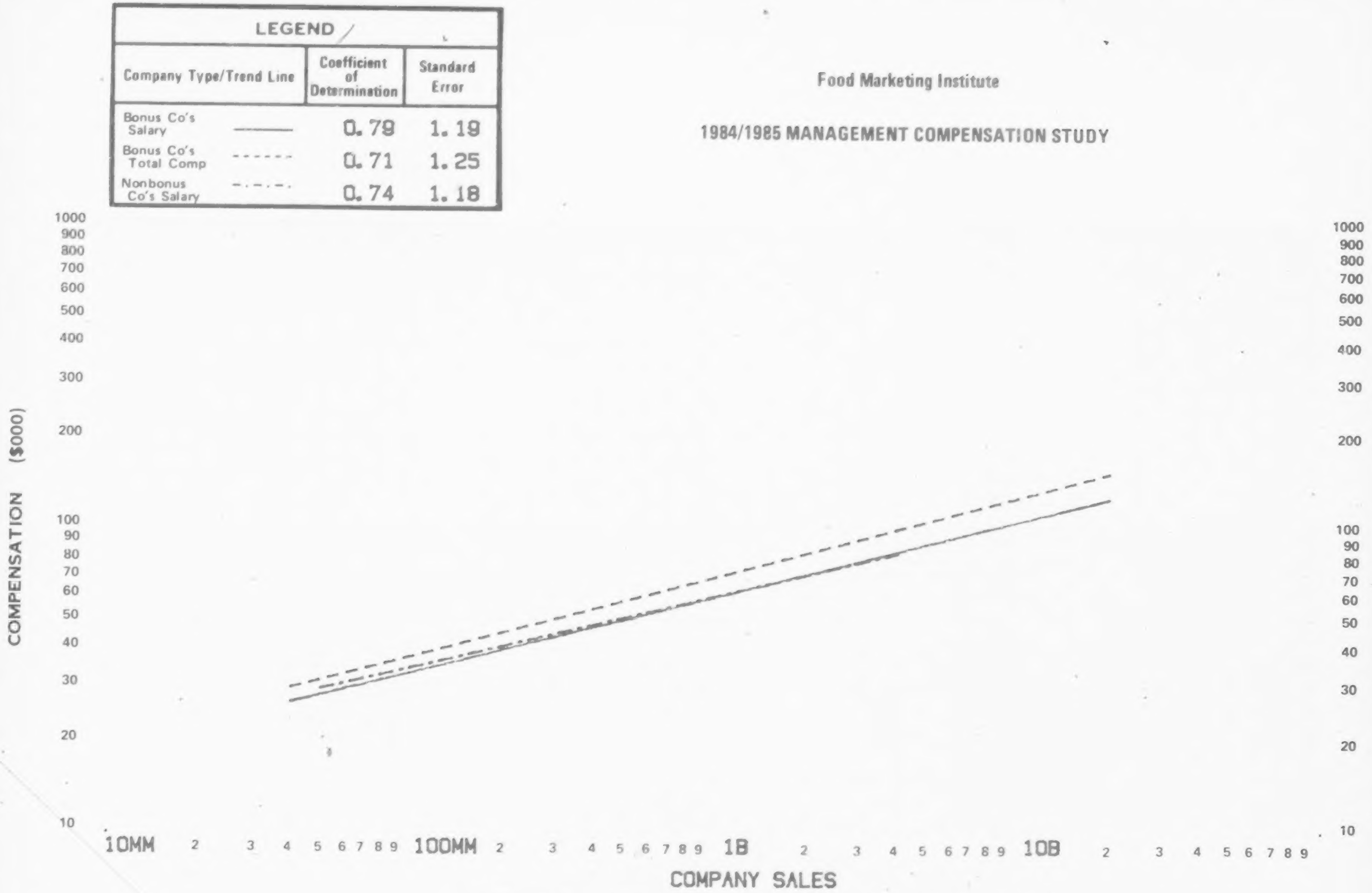
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1999.9	VICE PRESIDENT	$100.0	$ 26.3	$126.3		$ 58.5	$ 73.1	$ 87.7
TO	SENIOR V.P.	77.0	0.0	77.0		36.8	46.6	56.3
$1000.0	BOARD OF DIR.	72.8	10.2	83.0				
	CEO/PRESIDENT				$ 70.0			
	SENIOR V.P.	69.5	4.9	74.4		49.3	64.6	78.6
	SENIOR V.P.	65.0	15.4	80.4		50.6	65.0	83.5
	CEO/PRESIDENT				60.0	50.6	63.2	75.8
					57.2			
	SENIOR V.P.	55.5	7.0	62.5		48.0	57.0	65.0
	VICE PRESIDENT	50.5	4.2	54.7		34.0	43.5	52.9
		44.2	6.0	50.2				
	NO IN POSITION:	11						
$ 1442.9	WEIGHTED GROUP AVG:	$ 66.8	$ 9.3	$ 76.1	$ 62.4			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	CEO/PRESIDENT	$ 80.0	$ 0.0	$ 80.0				
TO	SENIOR V.P.	80.0	21.6	101.6				
$500.0		75.0	17.0	92.0		$ 53.2	$ 66.5	$ 79.8
	CEO/PRESIDENT				$ 70.0			
	SENIOR V.P.	63.1	0.0	63.1		50.7	63.4	76.0
	CEO/PRESIDENT				60.0			
	SENIOR V.P.	60.0	11.0	71.0				
					56.2	34.8	43.5	52.2
	SENIOR V.P.	56.0	28.0	84.0				
	CEO/PRESIDENT	55.9	8.3	64.2				
					55.6	45.6	56.0	66.1
	VICE PRESIDENT	54.9	0.0	54.9				
	SENIOR V.P.	52.5	7.9	60.4		48.5	60.2	71.9
	C.O.O.	47.8	3.0	50.8		34.8	46.4	58.0
	VICE PRESIDENT	47.0	0.0	47.0				
	VICE PRESIDENT	46.8	0.0	46.8		49.2	59.6	70.9
	SENIOR V.P.				45.0	37.9	47.4	56.9
	VICE PRESIDENT	45.0	45.0	90.0				
	CEO/PRESIDENT	44.0	21.2	65.2				
	NO IN POSITION: 19							
$ 695.5	WEIGHTED GROUP AVG:	$ 57.7	$ 11.7	$ 69.4	$ 57.4			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$499.9 TO $200.0	EXEC. V.P.	$ 60.0	$ 0.0	$ 60.0				
	C.O.O.	47.5	0.0	47.5				
	VICE PRESIDENT	45.4	11.6	57.0		$ 36.6	$ 45.8	$ 57.7
		45.0	22.0	67.0		32.0	40.0	49.0
	C.O.O.	43.6	4.4	48.0				
	C.O.O.				$ 42.0			
	C.O.O.	39.0	0.9	39.9				
	VICE PRESIDENT	38.9	13.1	52.0				
	ASST. V.P./DIR	32.8	2.6	35.4				
	NO IN POSITION: 9							
$ 300.3	WEIGHTED GROUP AVG:	$ 44.0	$ 6.9	$ 50.8	$ 42.0			
$199.9 AND BELOW	SENIOR V.P.				$ 56.9	$ 36.2	$ 47.5	$ 57.0
	EXEC. V.P.				56.4			
	CEO/PRESIDENT				50.0			
	ASST. V.P./DIR	$ 46.0	$ 6.9	$ 52.9				
	GROUP EXEC.				40.0			
	GROUP EXEC.	37.0	0.0	37.0				
	C.O.O.	36.7	0.0	36.7				
					35.2			
		35.0	4.0	39.0				
	CEO/PRESIDENT				32.8			
	CEO/PRESIDENT				31.7	25.0	30.0	35.0
	EXEC. V.P.				31.2			
		31.0	0.0	31.0		28.3	33.5	38.7
	GROUP EXEC.	30.0	2.5	32.5				
					28.0			
	EXEC. V.P.	27.0	5.0	32.0				
	NO IN POSITION: 16							
$ 123.9	WEIGHTED GROUP AVG:	$ 34.7	$ 2.6	$ 37.3	$ 40.2			
	NO IN POSITION: 66							
$ 1657.7	POSITION AVERAGE:	$ 62.6	$ 13.7	$ 76.3	$ 50.3			



SURVEY POSITION #8 - TOP DATA PROCESSING EXECUTIVE

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE
W. LABOR RELATIONS

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

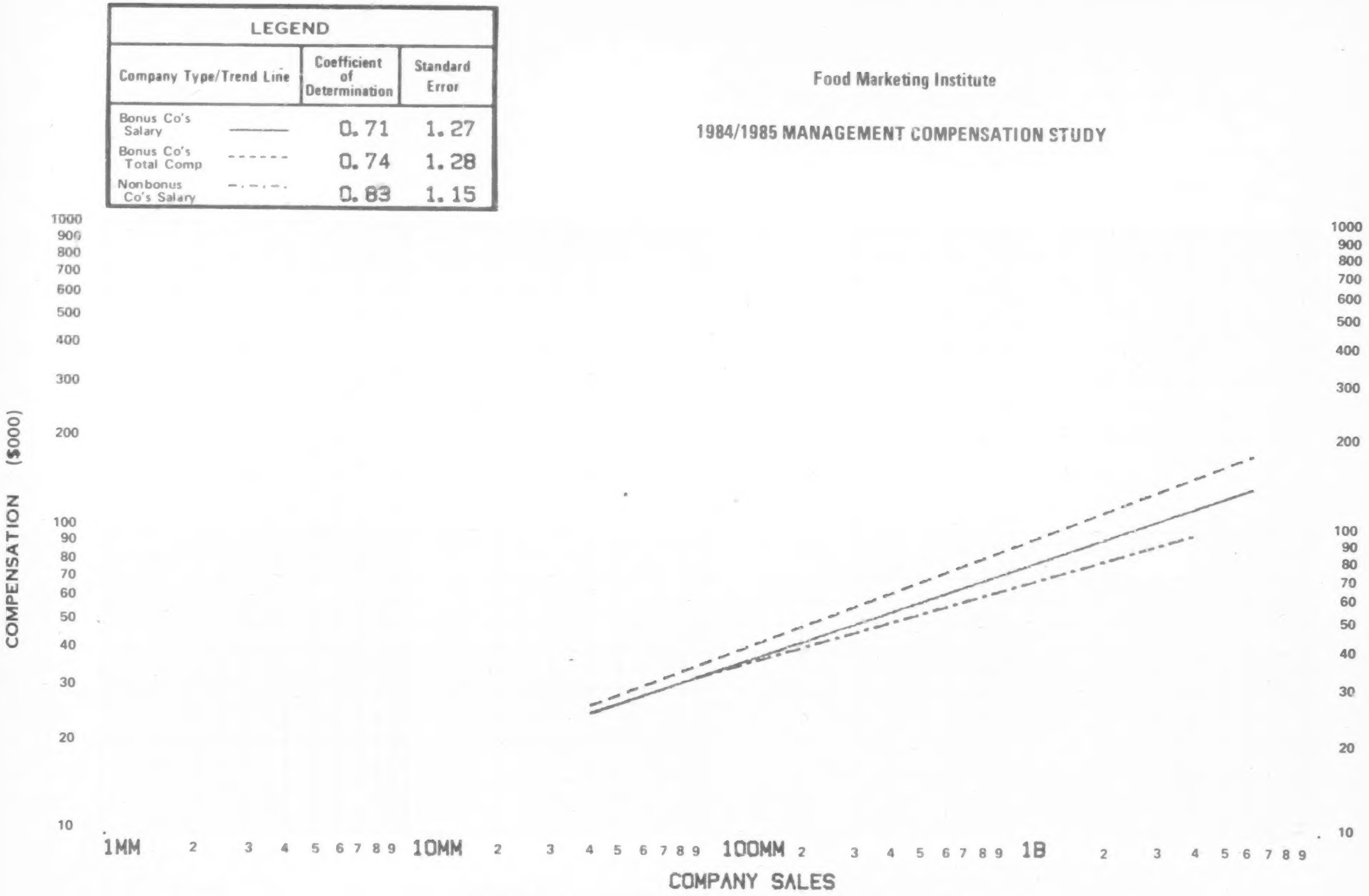
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$165.0	$ 64.4	$229.4		$113.1	$150.8	$188.5
	CEO/PRESIDENT	150.0	15.0	165.0				
	C.O.O.	105.0	0.0	105.0		103.0	134.0	165.0
	CEO/PRESIDENT	90.0	13.5	103.5				
	CEO/PRESIDENT				$ 81.0			
	CEO/PRESIDENT				80.0			
	SENIOR V.P.	47.5	3.7	51.2		34.0	43.5	52.9
	NO IN POSITION:	7						
$ 2623.6	WEIGHTED GROUP AVG:	$111.5	$ 19.3	$130.8	$ 80.5			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE
W. LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 TO $500.0	C.O.O.	$120.0	$ 48.0	$168.0				
	CEO/PRESIDENT	88.6	0.0	88.6				
		77.5	36.2	113.7		$ 60.2	$ 73.9	$ 87.3
		75.5	21.7	97.2		71.7	89.6	107.5
					$ 71.5			
	CEO/PRESIDENT				70.0			
	BOARD OF DIR.	63.0	10.0	73.0		54.7	66.7	79.6
	VICE PRESIDENT	61.0	0.0	61.0				
	SENIOR V.P.	61.0	30.5	91.5				
	C.O.O.				57.0			
	CEO/PRESIDENT	55.0	6.9	61.9		57.9	72.0	86.2
	EXEC. V.P.	50.0	3.0	53.0		39.0	52.0	65.0
	CEO/PRESIDENT	49.4	8.8	58.2				
	CEO/PRESIDENT				48.6			
	CEO/PRESIDENT	35.0	45.0	80.0				
	NO IN POSITION: 15							
$ 703.5	WEIGHTED GROUP AVG:	$ 66.9	$ 19.1	$ 86.0	$ 61.8			
$499.9 TO $200.0	CEO/PRESIDENT	$ 67.4	$ 24.9	$ 92.3		$ 42.5	$ 53.1	$ 67.4
	CEO/PRESIDENT	62.5	0.0	62.5				
	EXEC. V.P.	50.0	0.0	50.0				
	BOARD OF DIR.				$ 49.5			
	C.O.O.	45.0	0.0	45.0				
	C.O.O.				42.5			
	C.O.O.	40.8	4.0	44.8				
	NO IN POSITION: 7							
$ 317.7	WEIGHTED GROUP AVG:	$ 53.1	$ 5.8	$ 58.9	$ 46.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE W. LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$199.9 AND BELOW	CEO/PRESIDENT	$ 75.0	$ 22.5	$ 97.5				
	C.O.O.	40.0	0.0	40.0				
	CEO/PRESIDENT				$ 39.0			
		35.0	4.0	39.0				
	C.O.O.	35.0	3.0	38.0		$ 30.0	$ 35.0	$ 40.0
	CEO/PRESIDENT				35.0	25.0	30.0	35.0
	VICE PRESIDENT				32.5			
	NO IN POSITION: 7							
$ 123.8	WEIGHTED GROUP AVG:	$ 46.3	$ 7.3	$ 53.6	$ 35.5			
	NO IN POSITION: 36							
$ 889.1	POSITION AVERAGE:	$ 69.8	$ 14.6	$ 84.4	$ 55.1			



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.71	1.27
Bonus Co's Total Comp	- - - - - -	0.74	1.28
Nonbonus Co's Salary	-·-·-·	0.83	1.15

SURVEY POSITION #9 - TOP PERSONNEL EXECUTIVE
W. LABOR RELATIONS

FOOD MARKETING INSTITUTE

1984-1985 MANAGEMENT COMPENSATION STUDY

SURVEY POSITION 10 - TOP PERSONNEL EXECUTIVE W/O LABOR RELATIONS

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

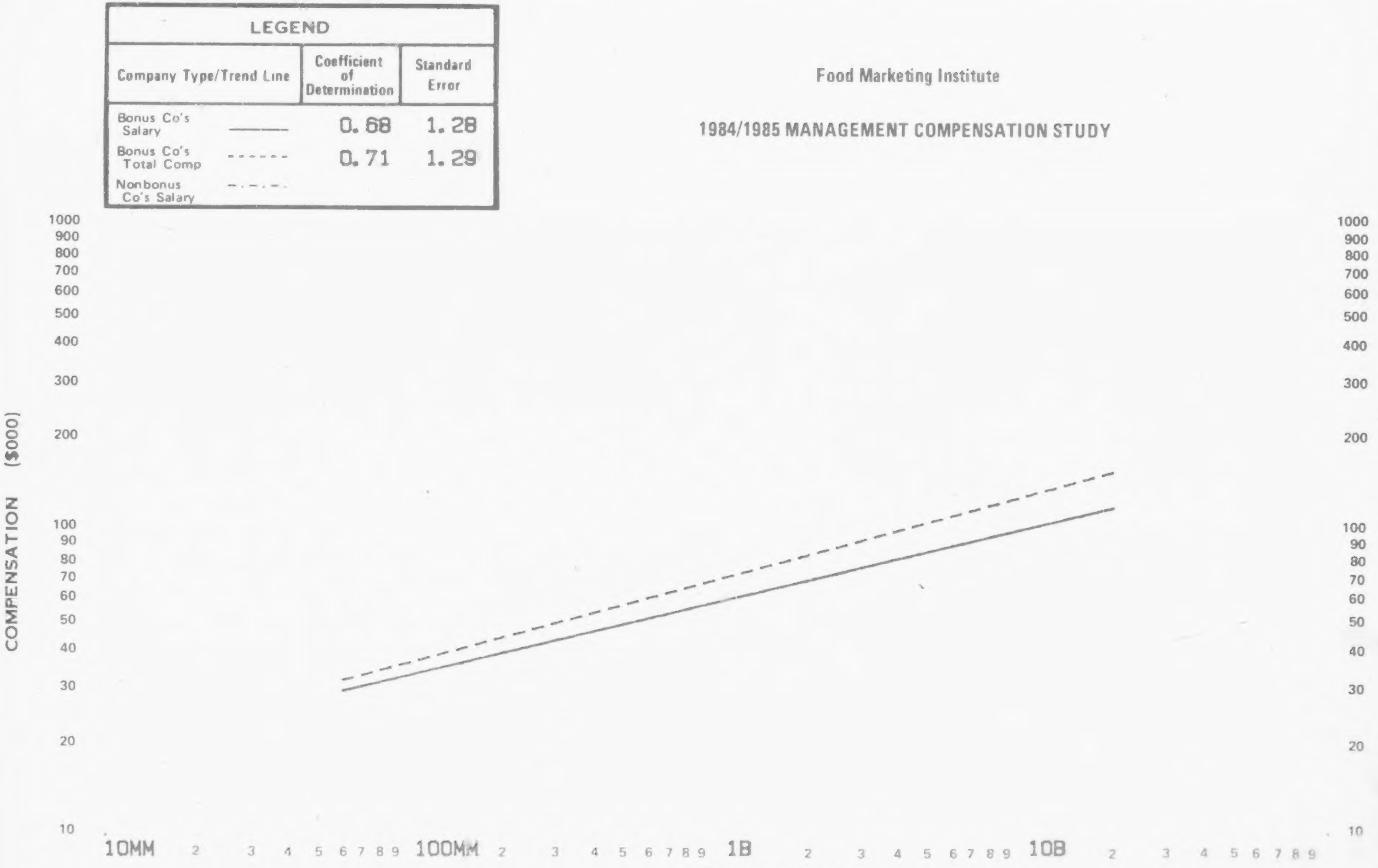
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2000.0	EXEC. V.P.	$185.0	$ 0.0	$185.0				
AND ABOVE		96.0	21.0	117.0		$ 77.1	$ 96.3	$115.6
	C.O.O.	88.0	44.9	132.9		85.0	106.3	127.6
	CEO/PRESIDENT	75.0	69.3	144.3				
	BOARD OF DIR.	62.5	21.0	83.5		60.0	75.7	91.2
	EXEC. V.P.	55.0	12.7	67.7				
	NO IN POSITION: 6							
$ 8268.2	WEIGHTED GROUP AVG:	$ 93.6	$ 28.1	$121.7				
$1999.9	SENIOR V.P.	$ 68.0	$ 16.5	$ 84.5		$ 50.6	$ 65.0	$ 83.5
TO		67.0	21.0	88.0				
$1000.0	VICE PRESIDENT	61.5	4.0	65.5		49.3	64.6	78.6
	SENIOR V.P.	60.0	8.5	68.5		48.0	57.0	65.0
	GROUP EXEC.	60.0	0.0	60.0		44.5	56.3	68.2
	NO IN POSITION: 5							
$ 1426.6	WEIGHTED GROUP AVG:	$ 63.3	$ 10.0	$ 73.3				

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP PERSONNEL EXECUTIVE W/O LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9	C.O.O.	$ 79.6	$ 0.0	$ 79.6		$ 66.8	$ 83.5	$100.2
TO	CEO/PRESIDENT	54.0	0.0	54.0				
$500.0	VICE PRESIDENT				$ 47.1	33.3	43.3	53.2
	SENIOR V.P.	46.0	6.0	52.0				
	SENIOR V.P.	42.7	14.9	57.6				
	VICE PRESIDENT	40.1	0.0	40.1				
	CEO/PRESIDENT	36.0	13.4	49.4				
	VICE PRESIDENT	33.8	6.2	40.0				
	NO IN POSITION:	8						
$ 712.8	WEIGHTED GROUP AVG:	$ 47.5	$ 5.7	$ 53.2	$ 47.1			
$499.9		$ 83.0	$ 30.0	$113.0		$ 75.0	$ 94.0	$112.0
TO	CEO/PRESIDENT	52.0	8.0	60.0				
$200.0	CEO/PRESIDENT	46.0	1.2	47.2				
	VICE PRESIDENT	38.9	12.5	51.4				
	VICE PRESIDENT	26.3	0.0	26.3				
	NO IN POSITION:	5						
$ 310.2	WEIGHTED GROUP AVG:	$ 49.2	$ 10.4	$ 59.6				

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP PERSONNEL EXECUTIVE W/O LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$199.9	C.O.O.	$ 48.0	$ 2.0	$ 50.0				
AND BELOW	CEO/PRESIDENT	46.8	4.0	50.8				
	CEO/PRESIDENT				$ 40.8			
	BOARD OF DIR.				40.2	$ 31.6	$ 39.5	$ 47.4
	CEO/PRESIDENT				39.3			
	CEO/PRESIDENT	39.2	6.0	45.2				
	VICE PRESIDENT				36.8			
	EXEC. V.P.				34.6			
	CEO/PRESIDENT				34.0			
	C.O.O.	31.5	2.8	34.3				
		30.7	3.2	33.9				
	ASST. V.P./DIR				16.4	15.1	21.6	23.8
	NO IN POSITION: 12							
$ 126.0	WEIGHTED GROUP AVG:	$ 39.2	$ 3.6	$ 42.8	$ 34.6			
	NO IN POSITION: 36							
$ 1819.7	POSITION AVERAGE:	$ 59.0	$ 11.8	$ 70.8	$ 36.2			



SURVEY POSITION #10 - TOP PERSONNEL EXECUTIVE
W/O LABOR RELATIONS

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2000.0	EXEC. V.P.	$125.0	$ 0.0	$125.0				
AND ABOVE		107.0	29.0	136.0		$ 87.6	$109.6	$131.5
	C.O.O.	100.0	110.9	210.9		85.0	106.3	127.6
	CEO/PRESIDENT	75.0	53.7	128.7				
	EXEC. V.P.	71.5	17.1	88.6		51.8	69.1	86.4
	SENIOR V.P.	70.0	11.2	81.2				
	BOARD OF DIR.	63.0	23.0	86.0		60.0	75.7	91.2
	VICE PRESIDENT	53.3	8.0	61.3				
	EXEC. V.P.	51.5	4.9	56.4				
	NO IN POSITION:	9						
$ 6726.2	WEIGHTED GROUP AVG:	$ 79.6	$ 28.6	$108.2				

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1999.9 AND BELOW	SENIOR V.P.	$ 73.0	$ 16.8	$ 89.8		$ 50.6	$ 65.0	$ 83.5
	SENIOR V.P.	70.0	12.5	82.5				
	CEO/PRESIDENT	65.0	0.0	65.0				
	SENIOR V.P.				$ 65.0			
	VICE PRESIDENT	64.0	4.7	68.7		49.3	64.6	78.6
					48.0	32.0	40.0	48.0
	VICE PRESIDENT				47.0	29.8	38.6	47.5
	VICE PRESIDENT	43.5	0.0	43.5				
	VICE PRESIDENT	41.9	0.0	41.9		33.9	42.3	50.8
	VICE PRESIDENT	34.0	1.8	35.8		22.9	30.4	37.8
	NO IN POSITION: 10							
$ 1093.3	WEIGHTED GROUP AVG:	$ 55.9	$ 5.1	$ 61.0	$ 53.3			
	NO IN POSITION: 19							
$ 3761.5	POSITION AVERAGE:	$ 69.2	$ 18.4	$ 87.6	$ 53.3			

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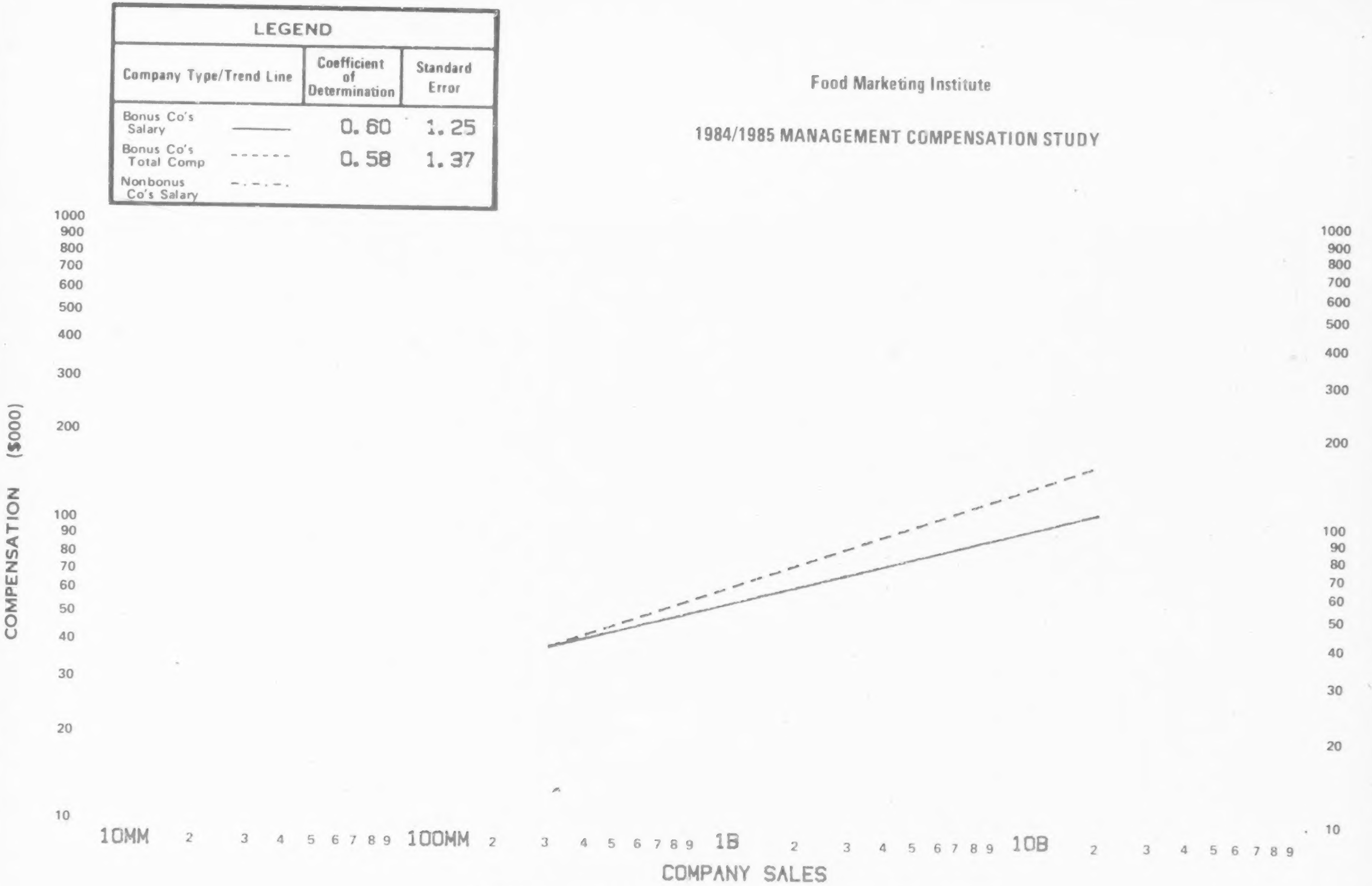
1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #11 - TOP LABOR RELATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge and performance of staff and store level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2000.0 AND ABOVE	CEO/PRESIDENT	$ 84.6	$ 12.7	$ 97.3				
	SENIOR V.P.	82.5	0.0	82.5				
		72.6	9.7	82.3		$ 50.1	$ 62.6	$ 75.2
	SENIOR V.P.	65.0	10.4	75.4				
	VICE PRESIDENT	58.5	35.8	94.3		53.8	67.2	80.6
	EXEC. V.P.	50.5	9.3	59.8		45.2	60.3	75.4
	VICE PRESIDENT				$ 46.3	34.4	43.0	51.6
	EXEC. V.P.				43.0			
	CEO/PRESIDENT				40.4	34.8	43.0	51.2
	NO IN POSITION: 9							
$ 6726.2	WEIGHTED GROUP AVG:	$ 69.0	$ 12.9	$ 81.9	$ 43.2			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1999.9	CEO/PRESIDENT	$ 70.2	$ 8.1	$ 78.3				
TO	VICE PRESIDENT	60.5	10.2	70.7		$ 41.0	$ 51.3	$ 61.5
$1000.0	SENIOR V.P.				$ 55.0			
	VICE PRESIDENT	45.4	2.1	47.5		34.1	43.0	60.0
	MANAGER				45.2	37.2	42.8	48.4
	C.O.O.				45.0	40.3	49.4	58.5
	GROUP EXEC.	41.0	0.0	41.0		34.7	44.3	53.8
		35.8	6.0	41.8				
	VICE PRESIDENT	33.0	2.0	35.0		26.9	34.4	41.9
	ASST. V.P./DIR				24.5	44.4	56.5	71.9
	NO IN POSITION: 10							
$ 1437.2	WEIGHTED GROUP AVG:	$ 47.7	$ 4.7	$ 52.4	$ 42.4			
$999.9	C.O.O.	$ 82.5	$ 22.5	$105.0				
TO					$ 53.5	$ 41.5	$ 50.8	$ 60.2
$500.0	VICE PRESIDENT	40.6	0.0	40.6				
	C.O.O.	40.0	14.0	54.0				
					35.3	25.1	30.8	36.5
	VICE PRESIDENT	35.1	0.0	35.1		35.4	44.3	53.2
	DIV. V.P./MGR.				30.5	24.1	30.1	36.1
	VICE PRESIDENT	28.0	3.8	31.8				
	NO IN POSITION: 8							
$ 701.5	WEIGHTED GROUP AVG:	$ 45.2	$ 8.1	$ 53.3	$ 39.8			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	VICE PRESIDENT	$ 43.9	$ 9.4	$ 53.3		$ 27.7	$ 34.7	$ 42.9
AND BELOW		41.6	10.2	51.8				
	VICE PRESIDENT	33.6	0.0	33.6				
	ASST. V.P./DIR	31.8	4.7	36.5				
	GROUP EXEC.				$ 27.0	25.0	30.0	35.0
	SENIOR V.P.	25.0	0.0	25.0				
	GROUP EXEC.				24.2	25.2	32.8	37.0
	CEO/PRESIDENT				22.1			
	NO IN POSITION: 8							
$ 199.4	WEIGHTED GROUP AVG:	$ 35.2	$ 4.8	$ 40.0	$ 24.4			
	NO IN POSITION: 35							
$ 2346.2	POSITION AVERAGE:	$ 50.1	$ 7.7	$ 57.8	$ 37.8			

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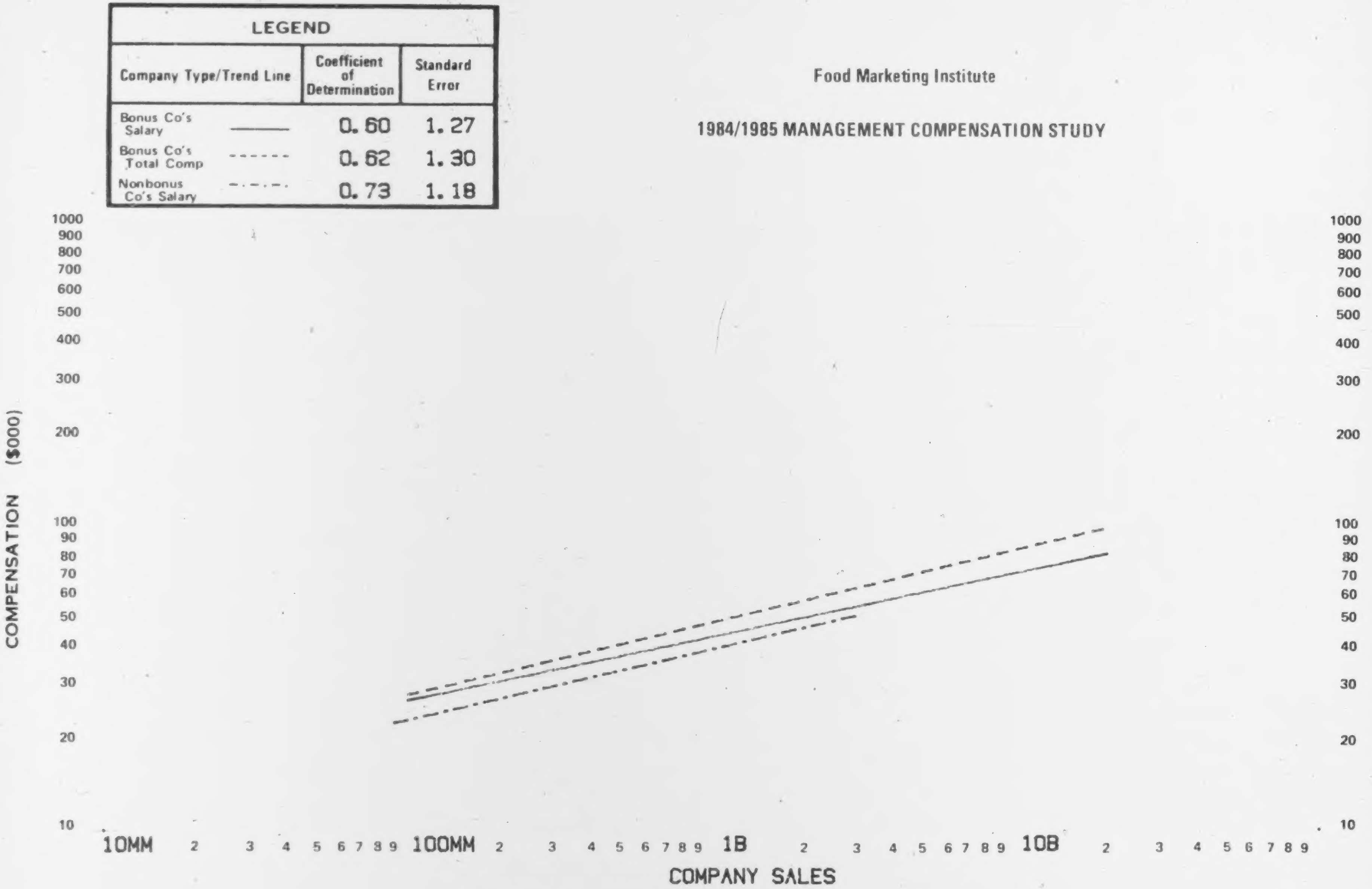
1984/1985 MANAGEMENT COMPENSATION STUDY



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.60	1.27
Bonus Co's Total Comp	------	0.62	1.30
Nonbonus Co's Salary	-.-.-.	0.73	1.18

SURVEY POSITION #12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

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1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION
EXECUTIVE

Develops and recommends objectives, policies and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2000.0		$180.0	$ 62.0	$242.0		$119.2	$149.0	$178.8
AND ABOVE	C.O.O.	162.4	24.4	186.8				
	SENIOR V.P.	127.5	61.9	189.4		117.9	147.5	177.0
	C.O.O.	112.0	20.0	132.0		74.2	98.9	123.6
	CEO/PRESIDENT	100.0	0.0	100.0				
	EXEC. V.P.	95.0	15.2	110.2				
	EXEC. V.P.	84.0	39.8	123.8				
	BOARD OF DIR.	75.5	25.4	100.9		77.4	96.7	116.1
	CEO/PRESIDENT	75.0	69.3	144.3				
	NO IN POSITION:	9						
$ 6726.2	WEIGHTED GROUP AVG:	$112.4	$ 35.3	$147.7				
$1999.9	C.O.O.	$198.0	$ 0.0	$198.0		$ 58.5	$ 75.0	$ 90.4
TO	C.O.O.	122.5	15.0	137.5				
$1000.0	EXEC. V.P.				$ 90.0			
	CEO/PRESIDENT	75.0	14.5	89.5		65.0	78.0	90.0
	C.O.O.	74.1	6.1	80.2				
	SENIOR V.P.	70.0	6.0	76.0		54.4	69.5	84.7
		59.0	13.1	72.1				
	SENIOR V.P.	55.9	5.4	61.3		50.6	65.0	83.5
	NO IN POSITION:	9						
$ 1411.3	WEIGHTED GROUP AVG:	$ 90.6	$ 8.2	$ 98.8	$ 90.0			

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1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION
EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP .	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9	CEO/PRESIDENT	$120.0	$ 25.0	$145.0				
TO					$ 84.4			
$500.0	VICE PRESIDENT	78.0	20.0	98.0		$ 69.6	$ 86.4	$103.3
		75.0	5.6	80.6		61.9	77.4	92.9
		71.5	34.1	105.6		52.4	64.3	76.0
	CEO/PRESIDENT	68.0	0.0	68.0				
	C.O.O.	66.2	0.0	66.2		59.4	74.2	89.1
	CEO/PRESIDENT	59.0	20.1	79.1		48.5	60.2	71.9
	C.O.O.				58.9			
	CEO/PRESIDENT	55.5	27.8	83.3				
	EXEC. V.P.	55.3	0.0	55.3				
	CEO/PRESIDENT	51.0	20.1	71.1				
	CEO/PRESIDENT	49.4	10.6	60.0				
	CEO/PRESIDENT				47.5			
	EXEC. V.P.	45.0	2.9	47.9		34.8	46.4	58.0
	VICE PRESIDENT	40.9	10.8	51.7				
	CEO/PRESIDENT	30.0	45.0	75.0				
	NO IN POSITION: 18							
$ 692.8	WEIGHTED GROUP AVG:	$ 61.4	$ 16.6	$ 78.0	$ 63.6			

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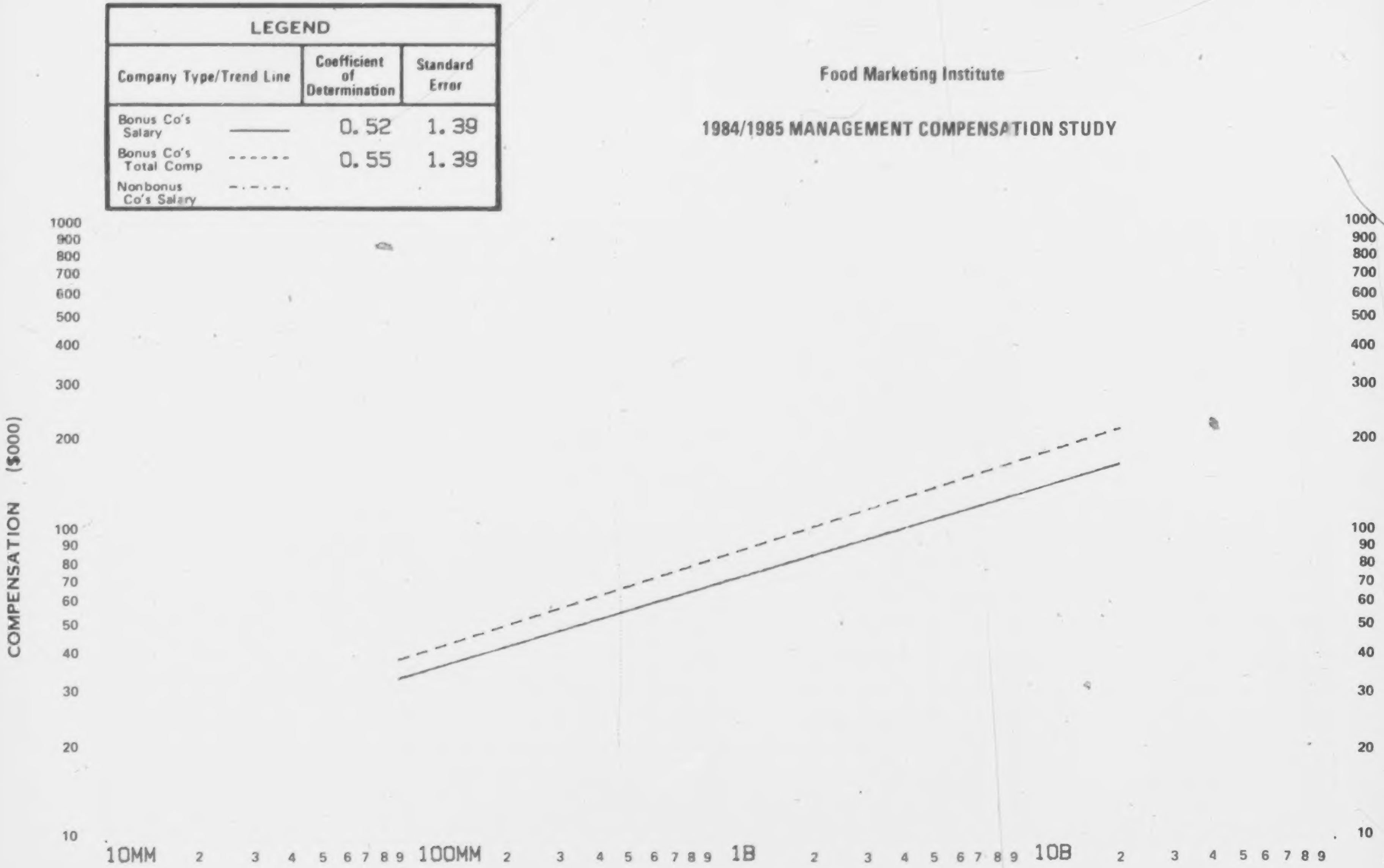
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	CEO/PRESIDENT	$ 77.0	$ 2.0	$ 79.0				
AND BELOW	C.O.O.	61.9	19.1	81.0				
	CEO/PRESIDENT				$ 59.8			
	CEO/PRESIDENT	48.1	2.8	50.9		$ 25.0	$ 33.0	$ 40.9
	VICE PRESIDENT	44.6	13.5	58.1		36.6	45.8	57.7
		43.0	14.0	57.0		45.0	56.0	67.0
	EXEC. V.P.				41.2			
	C.O.O.				39.4	30.0	35.0	40.0
	EXEC. V.P.				39.0			
	EXEC. V.P.	37.9	0.0	37.9				
	C.O.O.	36.5	3.0	39.5				
	SENIOR V.P.	32.0	4.0	36.0				
	CEO/PRESIDENT	30.0	0.0	30.0				
	NO IN POSITION: 13							
$ 256.5	WEIGHTED GROUP AVG:	$ 45.7	$ 6.5	$ 52.2	$ 44.8			
	NO IN POSITION: 49							
$ 1817.2	POSITION AVERAGE:	$ 74.8	$ 16.9	$ 91.7	$ 57.5			



COMPANY SALES

SURVEY POSITION #13 - TOP DISTRIBUTION EXECUTIVE

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT.
EXEC. W. REAL EST.

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodel store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$500.0 AND ABOVE	CEO/PRESIDENT	$112.7	$ 0.0	$112.7				
		103.0	11.0	114.0				
	BOARD OF DIR.	87.0	20.0	107.0		$ 61.6	$ 76.0	$ 89.7
	EXEC. V.P.				$ 85.0			
	CEO/PRESIDENT	77.6	11.6	89.2				
	SENIOR V.P.	77.5	20.0	97.5		65.0	78.0	90.0
	CEO/PRESIDENT	70.0	24.5	94.5		57.9	72.0	86.2
	CEO/PRESIDENT	43.0	19.9	62.9				
	NO IN POSITION:	8						
$ 1220.9	WEIGHTED GROUP AVG:	$ 81.5	$ 15.3	$ 96.8	$ 85.0			
$499.9 AND BELOW	C.O.O.	$ 70.0	$ 0.0	$ 70.0				
	CEO/PRESIDENT	65.0	0.0	65.0				
	CEO/PRESIDENT				$ 44.2			
	C.O.O.	42.1	0.0	42.1				
	CEO/PRESIDENT				42.0			
		33.8	4.1	37.9				
	NO IN POSITION:	6						
$ 239.2	WEIGHTED GROUP AVG:	$ 52.7	$ 1.1	$ 53.8	$ 43.1			
	NO IN POSITION:	14						
$ 800.2	POSITION AVERAGE:	$ 71.1	$ 10.1	$ 81.2	$ 57.1			

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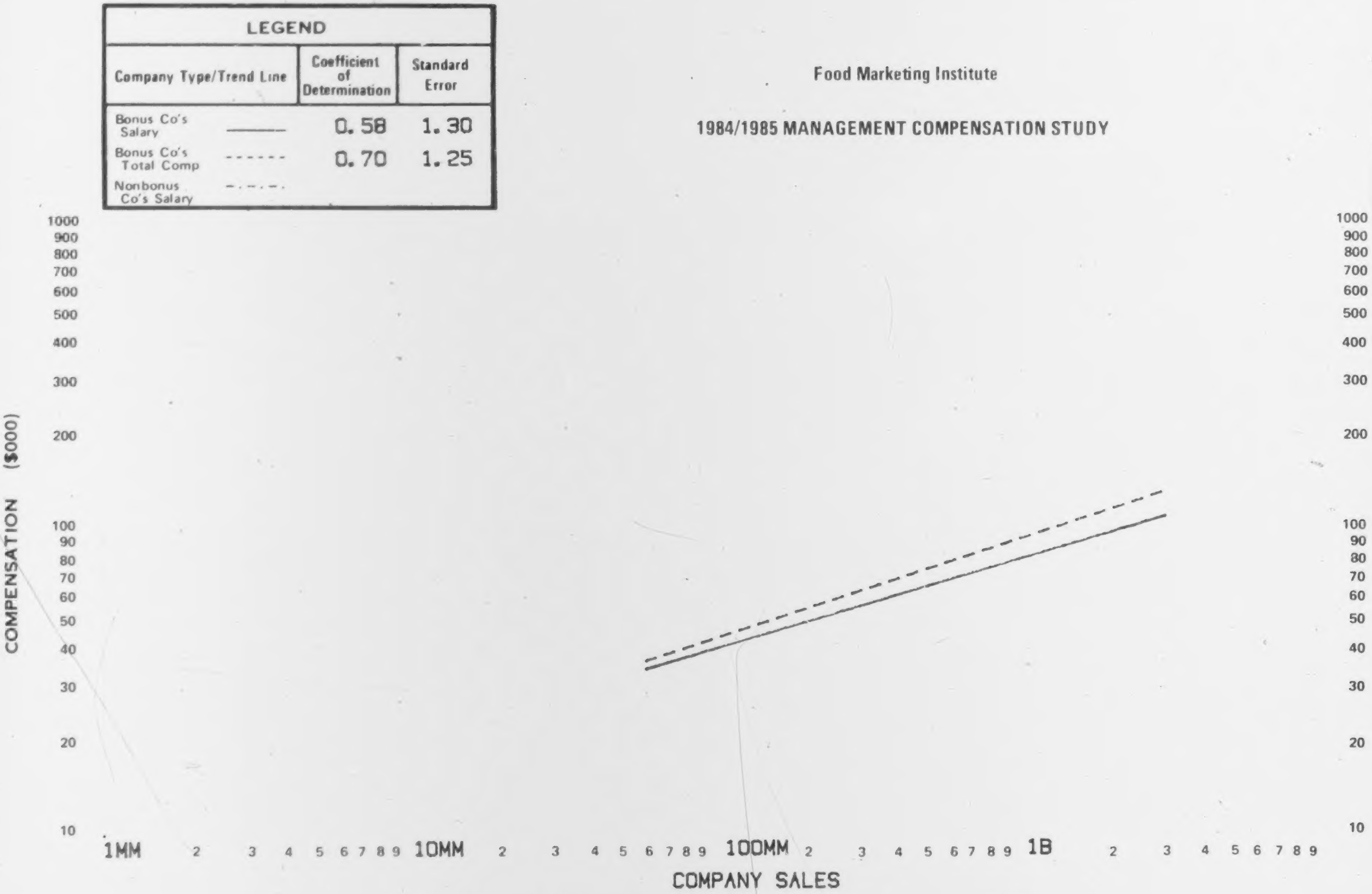
1984/1985 MANAGEMENT COMPENSATION STUDY



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.58	1.30
Bonus Co's Total Comp	------	0.70	1.25
Nonbonus Co's Salary	–·–·–·		

SURVEY POSITION #14 - TOP CONSTRUCT. & MAINT.
EXEC. W. REAL EST.

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT.
EXEC. W. REAL EST.

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodel store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
50.0 AND ABOVE	CEO/PRESIDENT	$112.7	$ 0.0	$112.7				
		103.0	11.0	114.0				
	BOARD OF DIR.	87.0	20.0	107.0		$ 61.6	$ 76.0	$ 89.7
	EXEC. V.P.				$ 85.0			
	CEO/PRESIDENT	77.6	11.6	89.2				
	CEO/PRESIDENT	65.0	0.0	65.0				
	CEO/PRESIDENT	43.0	19.9	62.9				
	CEO/PRESIDENT				42.0			
	NO IN POSITION: 8							
112.8	WEIGHTED GROUP AVG:	$ 81.4	$ 10.4	$ 91.8	$ 63.5			
49.9 AND BELOW	SENIOR V.P.	$ 77.5	$ 20.0	$ 97.5		$ 65.0	$ 78.0	$ 90.0
	CEO/PRESIDENT	70.0	24.5	94.5		57.9	72.0	86.2
	CEO/PRESIDENT				$ 44.2			
	C.O.O.	42.1	0.0	42.1				
		33.8	4.1	37.9				
	NO IN POSITION: 5							
27.0	WEIGHTED GROUP AVG:	$ 55.9	$ 12.1	$ 68.0	$ 44.2			

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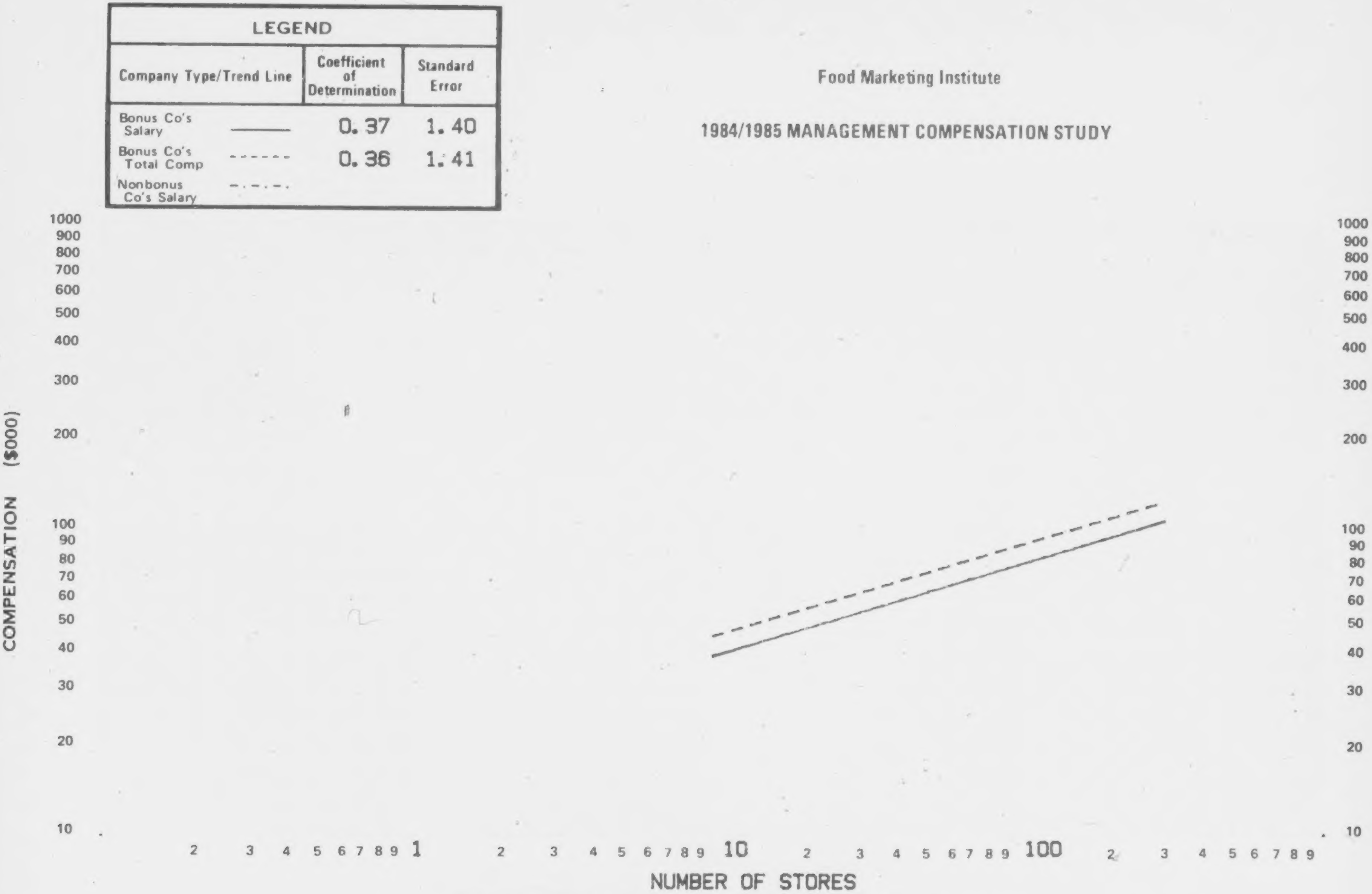
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT. EXEC. W. REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	C.O.O.	$ 70.0	$ 0.0	$ 70.0				

NO IN POSITION: 14

79.8 POSITION AVERAGE: $ 71.1 $ 10.1 $ 81.2 $ 57.1



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.37	1.40
Bonus Co's Total Comp	- - - - - -	0.36	1.41
Nonbonus Co's Salary	-.-.-.		

SURVEY POSITION #14 - TOP CONSTRUCT. & MAINT.
EXEC. W. REAL EST.

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

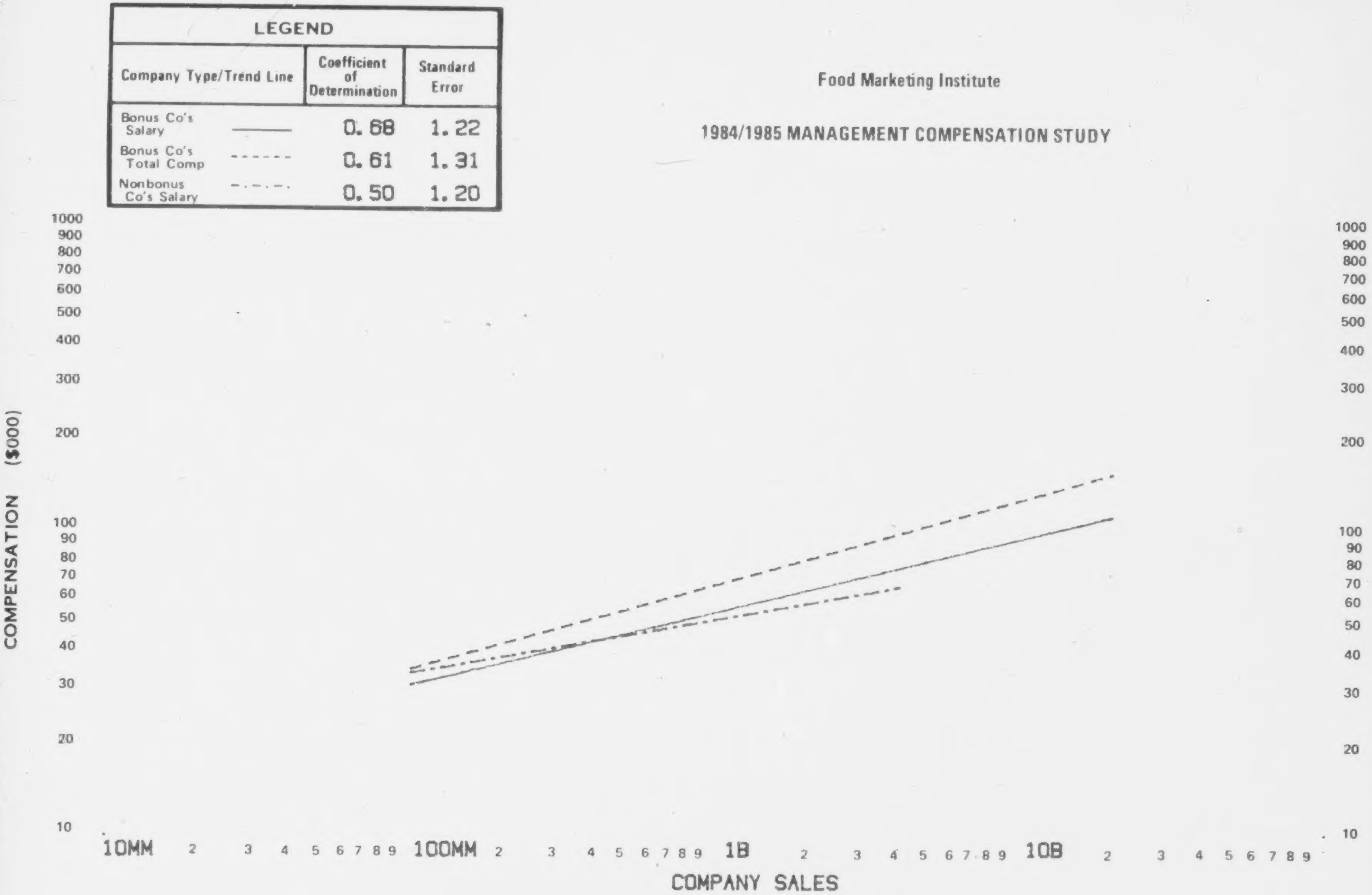
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2000.0 AND ABOVE	GROUP EXEC.	$ 92.7	$ 38.3	$131.0		$ 75.5	$ 94.4	$113.3
	CEO/PRESIDENT	90.0	56.4	146.4				
		89.5	21.8	111.3		81.3	101.7	122.0
	CEO/PRESIDENT				$ 76.0			
	SENIOR V.P.	73.5	25.0	98.5		60.0	75.7	91.2
	SENIOR V.P.	65.0	10.4	75.4				
	EXEC. V.P.	54.0	16.1	70.1				
	NO IN POSITION: 7							
$ 5070.6	WEIGHTED GROUP AVG:	$ 77.4	$ 28.0	$105.5	$ 76.0			
$1999.9 TO $1000.0	C.O.O.	$ 76.5	$ 21.7	$ 98.2		$ 56.9	$ 71.1	$ 85.3
	C.O.O.	72.8	12.6	85.4				
	VICE PRESIDENT				$ 54.0	45.6	55.9	66.2
		51.4	0.0	51.4				
	GROUP EXEC.	47.0	0.0	47.0				
	NO IN POSITION: 6							
$ 1257.1	WEIGHTED GROUP AVG:	$ 59.8	$ 6.9	$ 66.7	$ 54.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	CEO/PRESIDENT	$ 88.0	$ 44.0	$132.0				
TO	VICE PRESIDENT	56.1	0.0	56.1				
$500.0	EXEC. V.P.	55.0	16.5	71.5				
	CEO/PRESIDENT	53.2	0.0	53.2		$ 55.1	$ 68.9	$ 82.7
					$ 53.1			
	C.O.O.	52.0	0.0	52.0				
					52.0	45.6	56.0	66.1
	SENIOR V.P.	45.0	6.2	51.2				
	CEO/PRESIDENT	44.2	12.9	57.1				
	CEO/PRESIDENT	42.4	24.5	66.9				
	SENIOR V.P.				40.7	35.1	43.1	51.2
	CEO/PRESIDENT	35.0	60.0	95.0				
	VICE PRESIDENT				31.2	23.6	29.5	35.4
	NO IN POSITION: 13							
$ 721.4	WEIGHTED GROUP AVG:	$ 52.3	$ 18.3	$ 70.6	$ 44.3			
$499.9	VICE PRESIDENT	$ 50.1	$ 10.9	$ 61.0		$ 27.7	$ 34.7	$ 42.9
TO	CEO/PRESIDENT	42.0	0.0	42.0				
$250.0	SENIOR V.P.				$ 40.0			
	C.O.O.				36.1			
	ASST. V.P./DIR	35.2	0.9	36.1				
	VICE PRESIDENT	33.7	1.9	35.6		25.0	33.0	40.9
	NO IN POSITION: 6							
$ 316.5	WEIGHTED GROUP AVG:	$ 40.3	$ 3.4	$ 43.7	$ 38.1			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$249.9	C.O.O.	$ 62.0	$ 9.2	$ 71.2				
AND BELOW	C.O.O.	60.0	10.0	70.0		$ 40.0	$ 50.0	$ 75.0
	BOARD OF DIR.	60.0	21.0	81.0		57.0	72.0	86.0
	GROUP EXEC.				$ 49.9	36.2	47.5	57.0
	CEO/PRESIDENT				44.4			
	C.O.O.				41.1			
	C.O.O.				40.0			
	DIV. V.P./MGR.	36.0	12.5	48.5				
	CEO/PRESIDENT	30.0	4.6	34.6				
	C.O.O.	27.5	2.5	30.0				
	NO IN POSITION:	10						
$ 171.4	WEIGHTED GROUP AVG:	$ 45.9	$ 10.0	$ 55.9	$ 43.9			
	NO IN POSITION:	42						
$ 1334.0	POSITION AVERAGE:	$ 55.7	$ 14.7	$ 70.4	$ 46.5			



SURVEY POSITION #15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
100.0	CEO/PRESIDENT	$ 90.0	$ 56.4	$146.4				
AND ABOVE	CEO/PRESIDENT	88.0	44.0	132.0				
	C.O.O.	76.5	21.7	98.2		$ 56.9	$ 71.1	$ 85.3
	CEO/PRESIDENT				$ 76.0			
	SENIOR V.P.	73.5	25.0	98.5		60.0	75.7	91.2
	SENIOR V.P.	65.0	10.4	75.4				
	GROUP EXEC.				49.9	36.2	47.5	57.0
	NO IN POSITION: 7							
279.4	WEIGHTED GROUP AVG:	$ 78.6	$ 31.5	$110.1	$ 63.0			

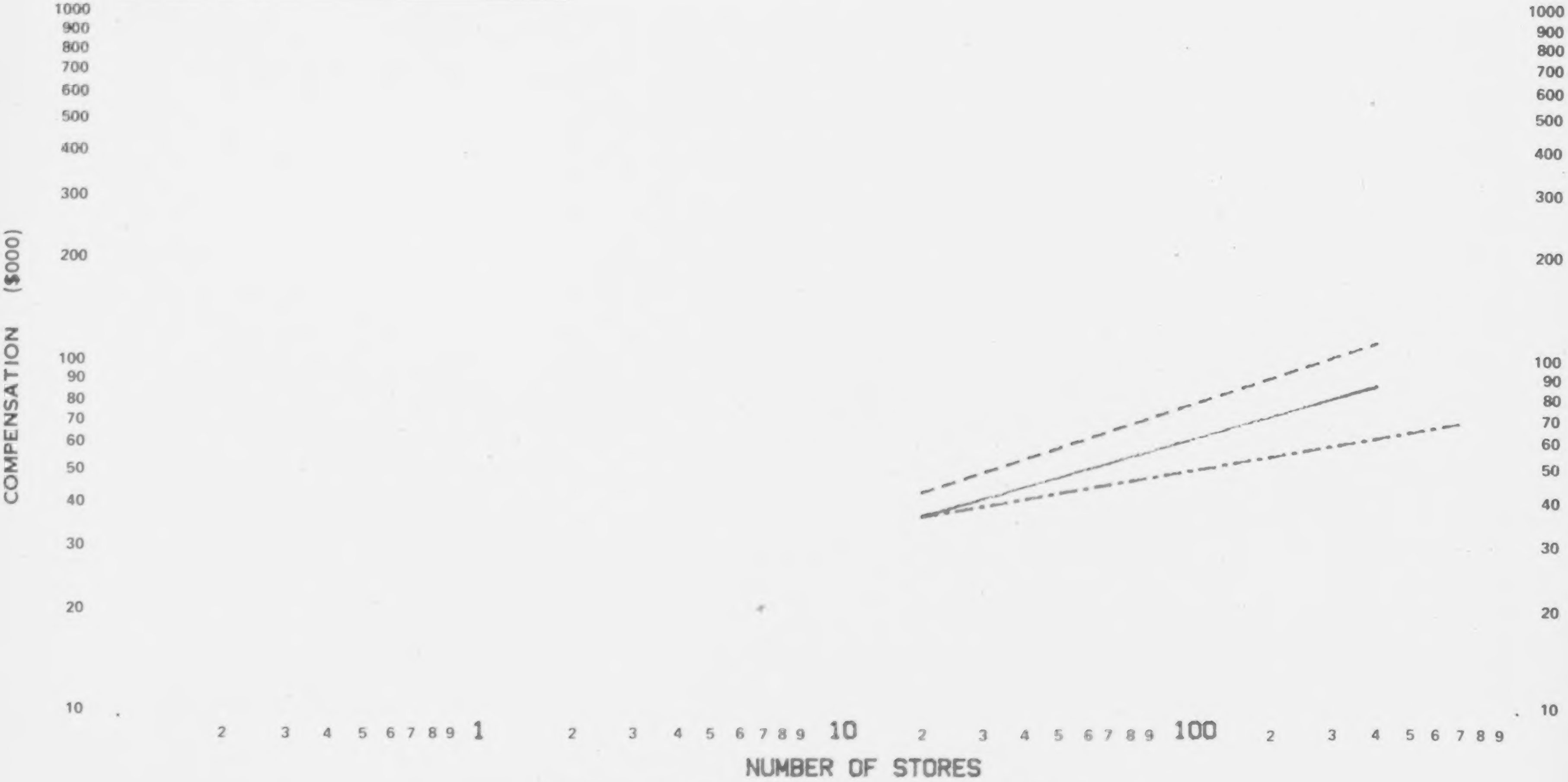
FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
99.9	C.O.O.	$ 72.8	$ 12.6	$ 85.4				
TO	VICE PRESIDENT	56.1	0.0	56.1				
50.0	VICE PRESIDENT				$ 54.0	$ 45.6	$ 55.9	$ 66.2
	CEO/PRESIDENT	53.2	0.0	53.2		55.1	68.9	82.7
					53.1			
	C.O.O.	52.0	0.0	52.0				
					52.0	45.6	56.0	66.1
		51.4	0.0	51.4				
	GROUP EXEC.	47.0	0.0	47.0				
	SENIOR V.P.				40.0			
	ASST. V.P./DIR	35.2	0.9	36.1				
	CEO/PRESIDENT	35.0	60.0	95.0				
	NO IN POSITION: 13							
75.8	WEIGHTED GROUP AVG:	$ 50.5	$ 8.1	$ 58.6	$ 49.8			
49.9	C.O.O.	$ 62.0	$ 9.2	$ 71.2				
TO	EXEC. V.P.	55.0	16.5	71.5				
25.0	EXEC. V.P.	54.0	16.1	70.1				
	VICE PRESIDENT	50.1	10.9	61.0		$ 27.7	$ 34.7	$ 42.9
	SENIOR V.P.	45.0	6.2	51.2				
	CEO/PRESIDENT	44.2	12.9	57.1				
	SENIOR V.P.				$ 40.7	35.1	43.1	51.2
	C.O.O.				40.0			
	C.O.O.				36.1			
	VICE PRESIDENT	33.7	1.9	35.6		25.0	33.0	40.9
	VICE PRESIDENT				31.2	23.6	29.5	35.4
	CEO/PRESIDENT	30.0	4.6	34.6				
	C.O.O.	27.5	2.5	30.0				
	NO IN POSITION: 13							
38.0	WEIGHTED GROUP AVG:	$ 44.6	$ 9.0	$ 53.6	$ 37.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
24.9	C.O.O.	$ 60.0	$ 10.0	$ 70.0		$ 40.0	$ 50.0	$ 75.0
AND BELOW	BOARD OF DIR.	60.0	21.0	81.0		57.0	72.0	86.0
	CEO/PRESIDENT				$ 44.4			
	CEO/PRESIDENT	42.4	24.5	66.9				
	CEO/PRESIDENT	42.0	0.0	42.0				
	C.O.O.				41.1			
	DIV. V.P./MGR.	36.0	12.5	48.5				
	NO IN POSITION: 7							
17.3	WEIGHTED GROUP AVG:	$ 48.1	$ 13.6	$ 61.7	$ 42.8			
NO SCOPE	GROUP EXEC.	$ 92.7	$ 38.3	$131.0		$ 75.5	$ 94.4	$113.3
REPORTED		89.5	21.8	111.3		81.3	101.7	122.0
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 91.1	$ 30.1	$121.2				
	NO IN POSITION: 42							
88.9	POSITION AVERAGE:	$ 55.7	$ 14.7	$ 70.4	$ 46.5			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.41	1.28
Bonus Co's Total Comp	- - - - - -	0.33	1.41
Nonbonus Co's Salary	-·-·-·	0.54	1.18



SURVEY POSITION #15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

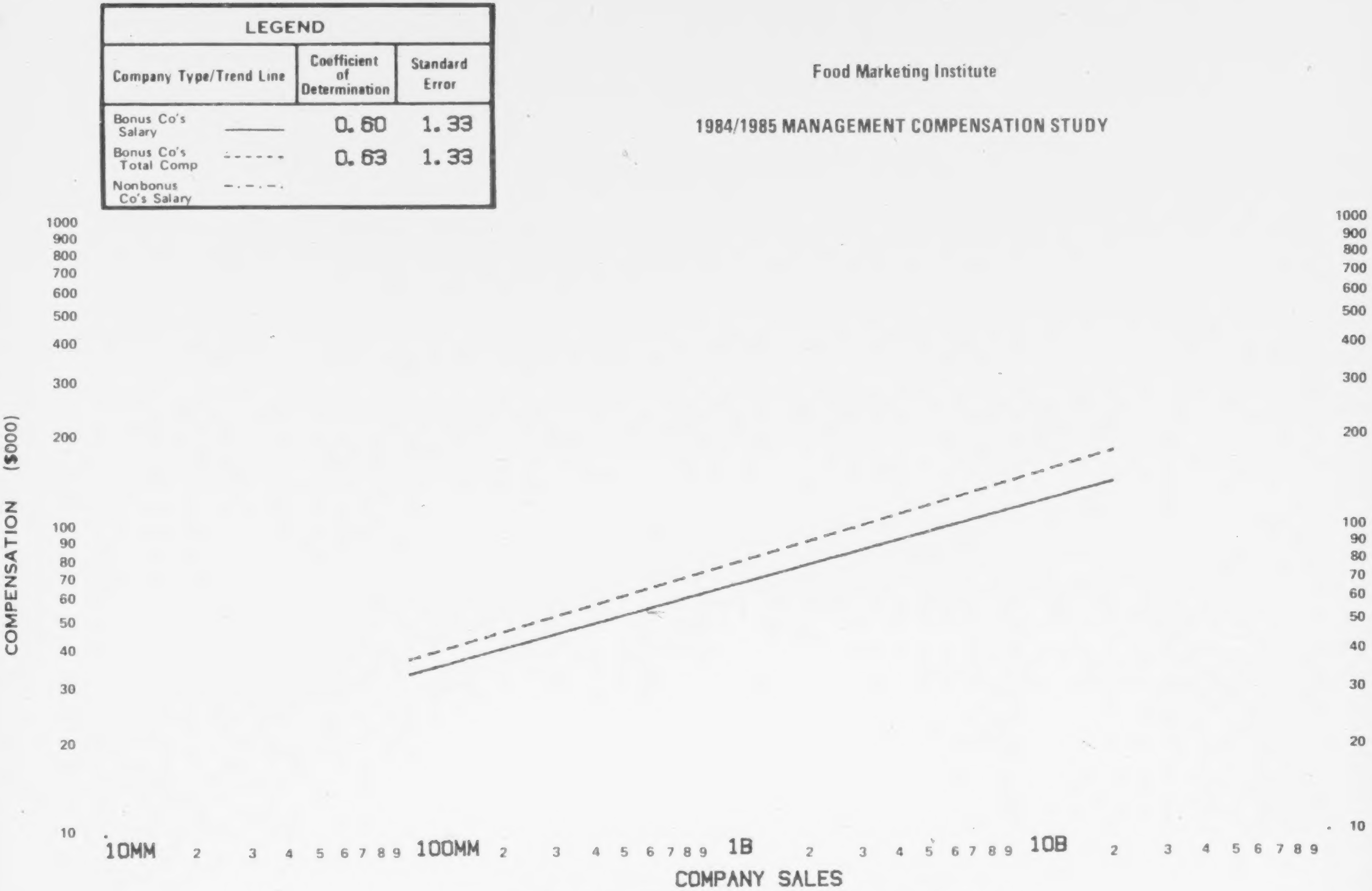
FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition, leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2000.0 AND ABOVE	EXEC. V.P.	$175.0	$ 0.0	$175.0				
	SENIOR V.P.	165.0	78.3	243.3		$121.0	$162.9	$204.3
	GROUP EXEC.	140.0	52.7	192.7		108.6	135.8	163.0
	SENIOR V.P.	79.0	10.0	89.0		49.5	61.9	74.2
	BOARD OF DIR.	75.5	27.0	102.5		68.3	85.4	102.5
	EXEC. V.P.	75.0	17.4	92.4		53.4	71.2	89.0
	EXEC. V.P.	52.5	25.5	78.0				
	NO IN POSITION:	7						
$ 8665.9	WEIGHTED GROUP AVG:	$108.9	$ 30.1	$139.0				
$1999.9 TO $1000.0	EXEC. V.P.				$125.0			
	C.O.O.	$ 95.0	$ 0.0	$ 95.0				
	VICE PRESIDENT	67.0	15.3	82.3		$ 50.6	$ 65.0	$ 83.5
					50.0	32.1	40.5	48.9
	SENIOR V.P.	45.0	3.1	48.1		34.0	43.5	52.9
	DIV. V.P./MGR.				43.2	37.2	42.8	48.4
		40.0	5.0	45.0				
	NO IN POSITION:	7						
$ 1405.2	WEIGHTED GROUP AVG:	$ 61.8	$ 5.8	$ 67.6	$ 72.7			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9					$108.0			
TO	CEO/PRESIDENT	$ 85.0	$ 0.0	$ 85.0				
$500.0	SENIOR V.P.	75.0	22.5	97.5				
	CEO/PRESIDENT	65.0	32.5	97.5				
	C.O.O.				57.0	$ 46.8	$ 60.8	$ 74.8
	CEO/PRESIDENT	52.6	0.0	52.6		44.0	55.0	66.0
	CEO/PRESIDENT	50.7	5.3	56.0				
	CEO/PRESIDENT	50.0	0.0	50.0				
	SENIOR V.P.	46.5	5.8	52.3		41.0	50.8	60.4
	SENIOR V.P.	44.0	5.6	49.6		48.2	49.6	51.0
					41.1	34.4	42.0	49.9
	VICE PRESIDENT	37.5	17.3	54.8				
	VICE PRESIDENT				35.0	33.2	41.5	49.8
	CEO/PRESIDENT	30.0	28.0	58.0				
	NO IN POSITION:	15						
$ 706.4	WEIGHTED GROUP AVG:	$ 52.8	$ 11.1	$ 63.9	$ 60.3			
$499.9		$ 80.0	$ 35.0	$115.0		$ 88.0	$101.0	$120.0
AND BELOW	CEO/PRESIDENT	75.0	0.0	75.0				
	C.O.O.				$ 64.6	54.6	74.2	87.3
	VICE PRESIDENT	54.0	0.0	54.0		36.6	45.8	57.7
	C.O.O.	50.0	10.0	60.0				
	VICE PRESIDENT	50.0	20.0	70.0				
	VICE PRESIDENT	45.0	0.0	45.0				
	CEO/PRESIDENT	43.0	0.0	43.0				
	C.O.O.	40.1	3.0	43.1				
	NO IN POSITION:	9						
$ 272.6	WEIGHTED GROUP AVG:	$ 54.6	$ 8.5	$ 63.1	$ 64.6			
	NO IN POSITION:	38						
$ 2198.6	POSITION AVERAGE:	$ 67.5	$ 14.2	$ 81.7	$ 65.5			



SURVEY POSITION #16 - TOP REAL ESTATE EXECUTIVE

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE
EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition, leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
100.0	EXEC. V.P.	$175.0	$ 0.0	$175.0				
AND ABOVE	SENIOR V.P.	165.0	78.3	243.3		$121.0	$162.9	$204.3
	EXEC. V.P.				$125.0			
	SENIOR V.P.	79.0	10.0	89.0		49.5	61.9	74.2
	BOARD OF DIR.	75.5	27.0	102.5		68.3	85.4	102.5
	EXEC. V.P.	75.0	17.4	92.4		53.4	71.2	89.0
	VICE PRESIDENT	67.0	15.3	82.3		50.6	65.0	83.5
	CEO/PRESIDENT	65.0	32.5	97.5				
	C.O.O.				64.6	54.6	74.2	87.3
	EXEC. V.P.	52.5	25.5	78.0				
	C.O.O.	50.0	10.0	60.0				
		40.0	5.0	45.0				
	NO IN POSITION: 12							
578.6	WEIGHTED GROUP AVG:	$ 84.4	$ 22.1	$106.5	$ 94.8			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE
EXECUTIVE

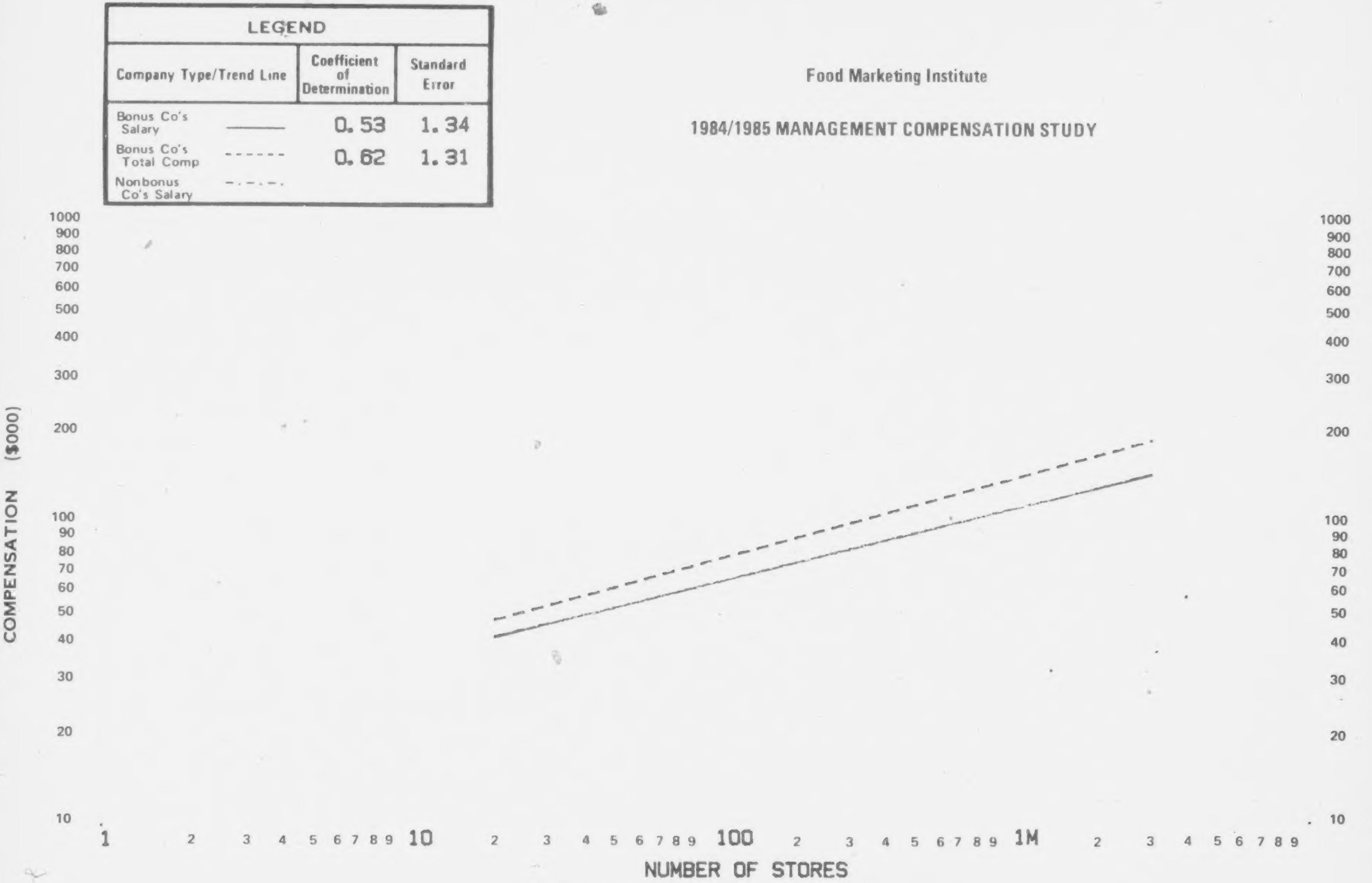
SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
99.9					$108.0			
TO	C.O.O.	$ 95.0	$ 0.0	$ 95.0				
50.0	CEO/PRESIDENT	85.0	0.0	85.0				
	CEO/PRESIDENT	75.0	0.0	75.0				
	CEO/PRESIDENT	52.6	0.0	52.6		$ 44.0	$ 55.0	$ 66.0
	CEO/PRESIDENT	50.0	0.0	50.0				
					41.1	34.4	42.0	49.9
	VICE PRESIDENT	37.5	17.3	54.8				
	CEO/PRESIDENT	30.0	28.0	58.0				
	NO IN POSITION: 9							
75.9	WEIGHTED GROUP AVG:	$ 60.7	$ 6.5	$ 67.2	$ 74.6			
49.9		$ 80.0	$ 35.0	$115.0		$ 88.0	$101.0	$120.0
AND BELOW	SENIOR V.P.	75.0	22.5	97.5				
	VICE PRESIDENT	54.0	0.0	54.0		36.6	45.8	57.7
	CEO/PRESIDENT	50.7	5.3	56.0				
	VICE PRESIDENT	50.0	20.0	70.0				
	SENIOR V.P.	46.5	5.8	52.3		41.0	50.8	60.4
	VICE PRESIDENT	45.0	0.0	45.0				
	SENIOR V.P.	44.0	5.6	49.6		48.2	49.6	51.0
	DIV. V.P./MGR.				$ 43.2	37.2	42.8	48.4
	CEO/PRESIDENT	43.0	0.0	43.0				
	C.O.O.	40.1	3.0	43.1				
	VICE PRESIDENT				35.0	33.2	41.5	49.8
	NO IN POSITION: 13							
34.2	WEIGHTED GROUP AVG:	$ 52.0	$ 9.4	$ 61.4	$ 39.1			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	GROUP EXEC.	$140.0	$ 52.7	$192.7		$108.6	$135.8	$163.0
	C.O.O.				$ 57.0	46.8	60.8	74.8
					50.0	32.1	40.5	48.9
	SENIOR V.P.	45.0	3.1	48.1		34.0	43.5	52.9
	NO IN POSITION:	4						
	WEIGHTED GROUP AVG:	$ 92.5	$ 27.9	$120.4	$ 53.5			
	NO IN POSITION:	38						
237.4	POSITION AVERAGE:	$ 67.5	$ 14.2	$ 81.7	$ 65.5			

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #16 - TOP REAL ESTATE EXECUTIVE

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0	SENIOR V.P.				$ 65.0			
AND ABOVE	GROUP EXEC.	$ 64.0	$ 6.1	$ 70.1		$ 43.9	$ 57.1	$ 70.3
	C.O.O.	61.2	12.2	73.4				
		61.0	26.6	87.6		50.8	66.7	82.5
	SENIOR V.P.	59.2	4.0	63.2		40.9	51.1	61.3
	SENIOR V.P.	59.0	0.0	59.0				
	VICE PRESIDENT	57.0	13.1	70.1		39.1	48.8	58.6
	CEO/PRESIDENT				52.6	38.6	47.4	56.1
	VICE PRESIDENT	50.1	2.3	52.4		34.1	43.0	60.0
	CEO/PRESIDENT	48.6	3.0	51.6		34.0	43.5	52.9
	EXEC. V.P.				46.5	34.7	46.2	57.8
	VICE PRESIDENT				43.9			
	GROUP EXEC.	39.5	0.0	39.5				
		36.4	6.0	42.4				
	MANAGER				27.8	26.0	31.6	37.2
	EXEC. V.P.				27.0			
	NO IN POSITION: 16							
$ 3284.6	WEIGHTED GROUP AVG:	$ 53.6	$ 7.3	$ 60.9	$ 43.8			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9	C.O.O.	$ 64.2	$ 19.3	$ 83.5				
TO					$ 55.3	$ 30.4	$ 37.9	$ 45.3
$500.0		49.1	9.4	58.5		38.7	45.8	52.9
	BOARD OF DIR.	46.2	0.0	46.2		39.5	47.5	55.6
	VICE PRESIDENT				45.3	29.8	38.6	47.5
	C.O.O.	45.0	15.8	60.8				
					43.0	36.7	45.9	55.1
	VICE PRESIDENT	42.9	0.0	42.9		38.9	48.6	58.4
	VICE PRESIDENT	42.2	0.0	42.2				
	CEO/PRESIDENT	38.8	0.0	38.8				
					38.6	34.4	42.0	49.9
	CEO/PRESIDENT	38.4	21.5	59.9				
	CEO/PRESIDENT	38.0	0.0	38.0				
	SENIOR V.P.				37.5	30.3	37.0	43.8
	C.O.O.	35.2	1.7	36.9		31.1	41.5	51.9
	SENIOR V.P.	32.1	10.3	42.4				
	VICE PRESIDENT				30.2	23.6	29.5	35.4
	CEO/PRESIDENT	30.0	35.0	65.0				
	VICE PRESIDENT	28.0	1.3	29.3				
	VICE PRESIDENT	21.1	6.0	27.1				
	NO IN POSITION:	20						
$ 687.9	WEIGHTED GROUP AVG:	$ 39.4	$ 8.6	$ 48.0	$ 41.7			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9		$ 41.0	$ 0.0	$ 41.0		$ 29.9	$ 35.2	$ 40.5
TO	CEO/PRESIDENT	40.4	0.0	40.4				
$250.0	CEO/PRESIDENT	36.0	1.0	37.0				
	VICE PRESIDENT	32.4	0.0	32.4		23.3	30.2	37.0
	VICE PRESIDENT				$ 31.2			
	C.O.O.	29.1	2.6	31.7				
	VICE PRESIDENT	26.0	1.2	27.2		19.1	28.5	37.8
	NO IN POSITION: 7							
$ 336.0	WEIGHTED GROUP AVG:	$ 34.2	$ 0.8	$ 35.0	$ 31.2			
$249.9		$ 60.0	$ 21.0	$ 81.0		$ 45.0	$ 57.0	$ 68.0
AND BELOW	VICE PRESIDENT	50.0	12.5	62.5				
	CEO/PRESIDENT				$ 43.2			
	VICE PRESIDENT	36.5	2.7	39.2				
	VICE PRESIDENT				35.7			
	CEO/PRESIDENT				35.1			
	C.O.O.				33.0	25.0	30.0	35.0
	SENIOR V.P.	32.0	10.0	42.0				
	CEO/PRESIDENT	29.1	3.9	33.0				
	SENIOR V.P.	28.4	0.0	28.4				
	C.O.O.				28.4			
	EXEC. V.P.				26.0			
	NO IN POSITION: 12							
$ 159.3	WEIGHTED GROUP AVG:	$ 39.3	$ 8.4	$ 47.7	$ 33.6			
	NO IN POSITION: 55							
$ 1283.2	POSITION AVERAGE:	$ 42.4	$ 7.0	$ 49.4	$ 39.2			

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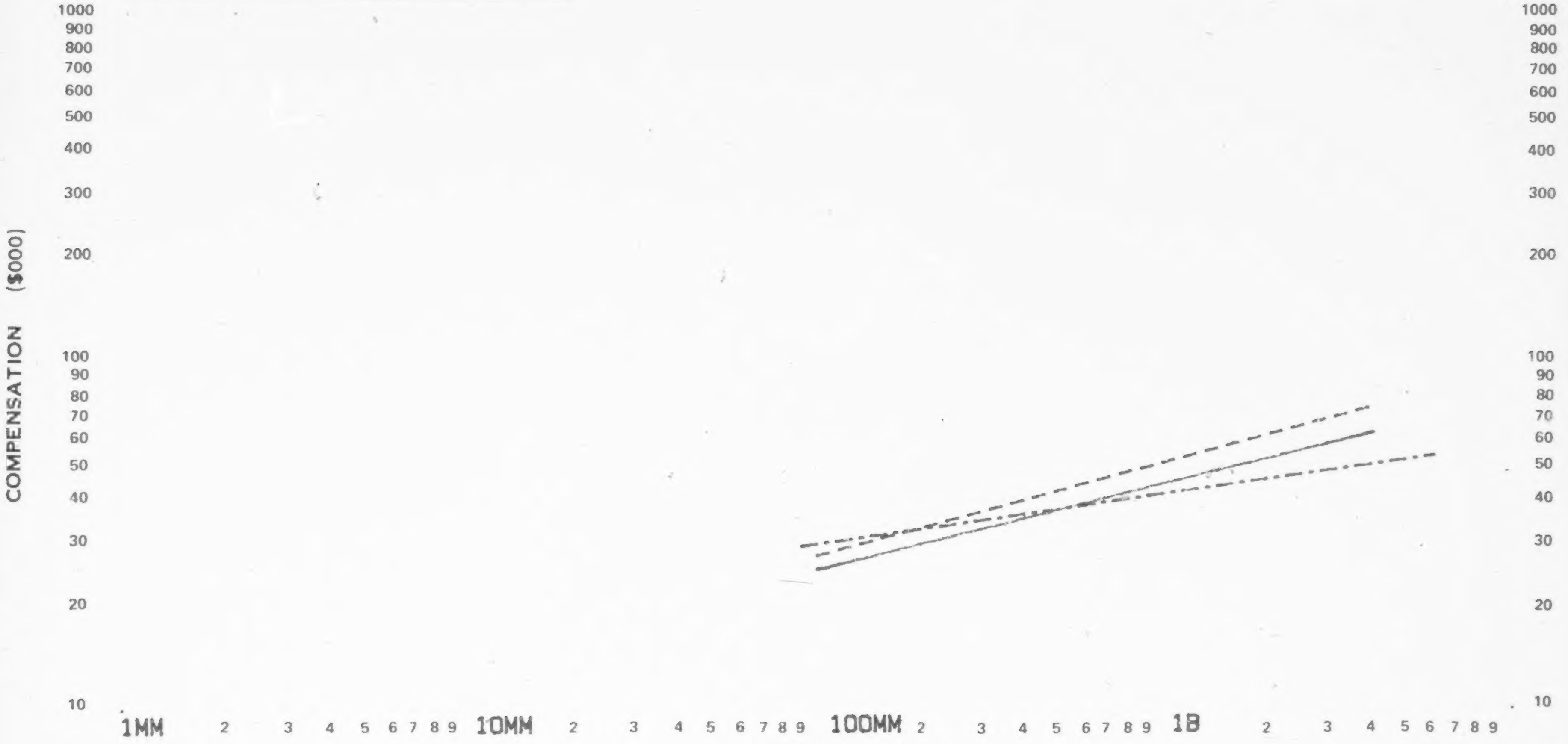
1984/1985 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.47	1.23
Bonus Co's Total Comp	- - - - - -	0.42	1.29
Nonbonus Co's Salary	—·—·—·	0.41	1.23



SURVEY POSITION #17 - TOP SECURITY/LOSS PREVENTION EXEC.

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 18 - TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	VICE PRESIDENT	$ 54.2	$ 8.7	$ 62.9				
	SENIOR V.P.	49.8	2.4	52.2		$ 38.0	$ 49.0	$ 58.8
	SENIOR V.P.	48.0	0.0	48.0				
	GROUP EXEC.	42.0	0.0	42.0				
	ASST. V.P./DIR				$ 35.8	29.5	35.4	41.3
	VICE PRESIDENT	24.0	0.5	24.5		19.8	25.3	30.8
	NO IN POSITION: 6							
$ 4817.8	WEIGHTED GROUP AVG:	$ 43.6	$ 2.3	$ 45.9	$ 35.8			
$999.9 AND BELOW					$ 45.8	$ 33.2	$ 39.2	$ 45.2
	CEO/PRESIDENT	$ 39.3	$ 0.0	$ 39.3				
					36.3	25.1	30.8	36.5
	EXEC. V.P.	34.4	0.0	34.4				
					33.5	31.2	38.2	45.2
	CEO/PRESIDENT	33.1	5.0	38.1				
	EXEC. V.P.	30.7	2.1	32.8				
	VICE PRESIDENT				28.0			
	NO IN POSITION: 8							
$ 708.7	WEIGHTED GROUP AVG:	$ 34.4	$ 1.8	$ 36.2	$ 35.9			
	NO IN POSITION: 14							
$ 2469.7	POSITION AVERAGE:	$ 39.5	$ 2.1	$ 41.6	$ 35.9			

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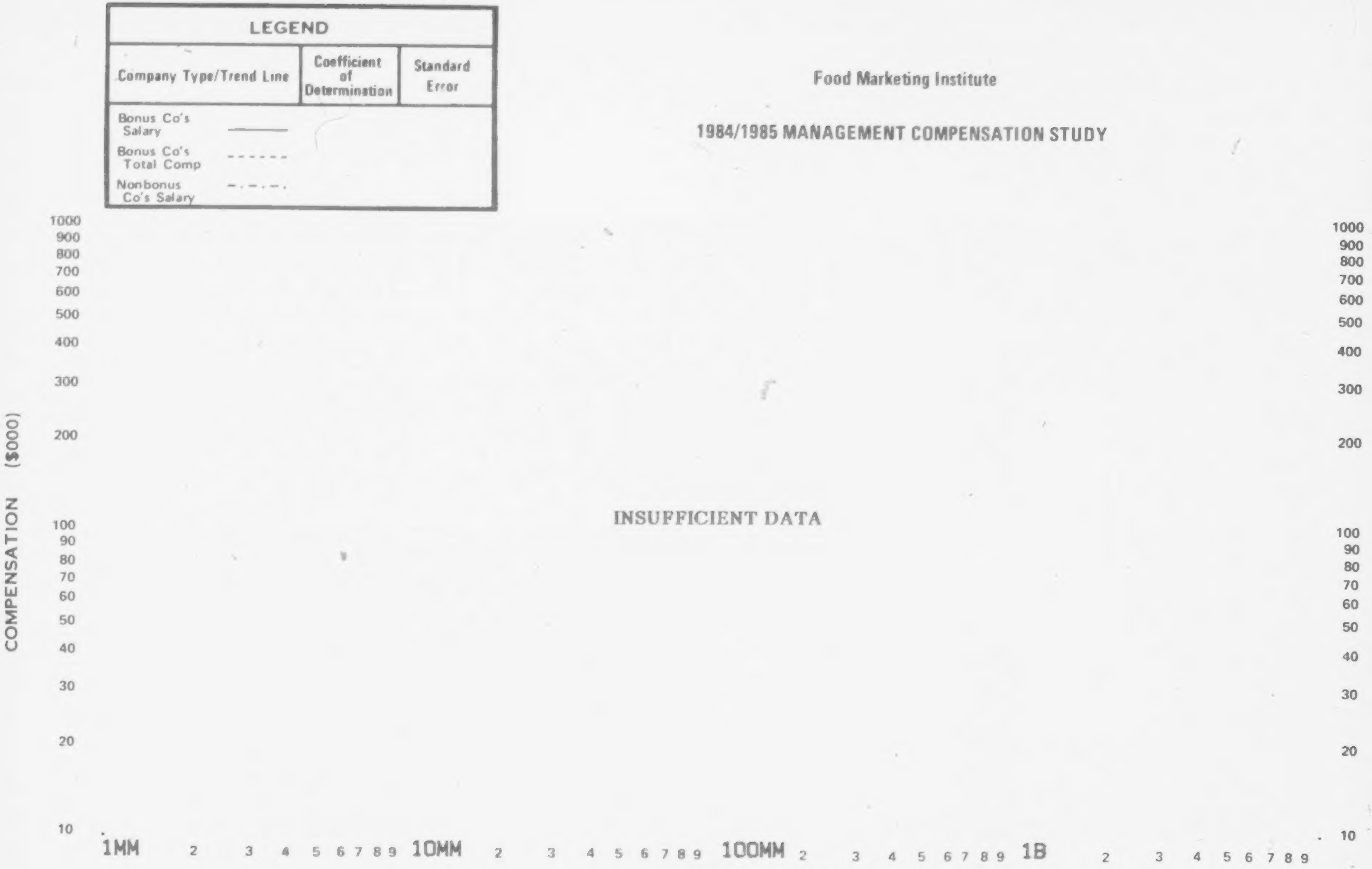
1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #18 - TOP SANITATION EXECUTIVE

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

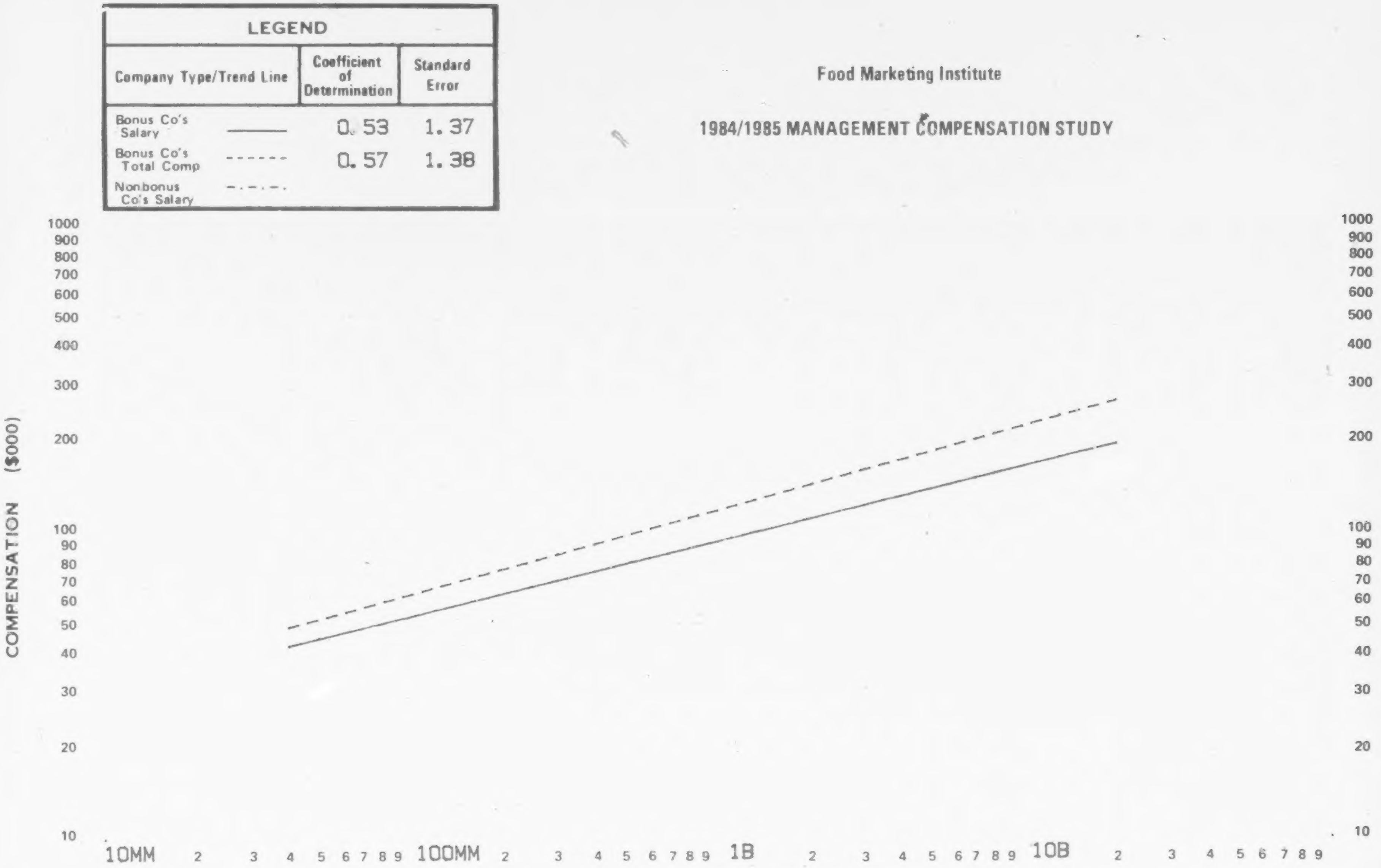
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2000.0	CEO/PRESIDENT	$175.0	$ 28.0	$203.0				
AND ABOVE		175.0	58.5	233.5		$109.4	$136.8	$164.2
	CEO/PRESIDENT	165.0	0.0	165.0				
	CEO/PRESIDENT	155.0	10.0	165.0		99.1	123.8	148.6
	C.O.O.	140.0	70.7	210.7		158.5	198.1	237.7
		135.0	50.0	185.0				
		112.0	51.3	163.3		79.3	105.7	132.1
	SENIOR V.P.	111.5	16.7	128.2				
	EXEC. V.P.	94.5	26.4	120.9		71.3	95.0	118.8
	CEO/PRESIDENT	90.0	147.1	237.1				
		80.0	28.6	108.6		64.9	84.7	104.6
	EXEC. V.P.	72.5	35.2	107.7				
	VICE PRESIDENT				$ 60.0			
	NO IN POSITION:	13						
$ 5563.6	WEIGHTED GROUP AVG:	$125.5	$ 43.5	$169.0	$ 60.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1999.9	C.O.O.	$165.5	$ 32.0	$197.5		$ 82.5	$103.0	$123.5
TO	C.O.O.	160.0	40.0	200.0				
$1000.0	CEO/PRESIDENT	145.0	41.3	186.3				
	CEO/PRESIDENT	112.0	22.5	134.5		90.0	110.0	113.0
	C.O.O.	105.0	0.0	105.0				
		95.0	25.0	120.0				
		95.0	28.0	123.0				
	EXEC. V.P.	88.5	22.3	110.8				
					$ 61.9	47.7	60.9	78.0
	NO IN POSITION: 9							
$ 1369.8	WEIGHTED GROUP AVG:	$120.8	$ 26.3	$147.1	$ 61.9			
$999.9					$150.0			
TO	EXEC. V.P.	$138.0	$ 0.0	$138.0				
$500.0	CEO/PRESIDENT	135.0	10.6	145.6				
	C.O.O.	125.0	0.0	125.0				
		115.0	0.0	115.0		$ 95.3	$119.1	$143.0
		100.0	36.1	136.1		72.6	95.6	118.5
	CEO/PRESIDENT	90.0	45.0	135.0				
	CEO/PRESIDENT	90.0	31.5	121.5		69.3	86.6	105.8
	C.O.O.	84.4	0.0	84.4		72.0	90.0	108.0
		83.5	55.8	139.3		69.1	84.9	100.2
	VICE PRESIDENT	77.0	20.0	97.0		61.6	76.0	89.7
	SENIOR V.P.				72.0			
	CEO/PRESIDENT	71.4	5.5	76.9		50.5	67.4	84.2
	CEO/PRESIDENT	62.2	0.0	62.2				
	CEO/PRESIDENT	40.0	109.4	149.4				
	VICE PRESIDENT	38.5	9.6	48.1				
	NO IN POSITION: 16							
$ 705.1	WEIGHTED GROUP AVG:	$ 89.3	$ 23.1	$112.4	$111.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9		$106.0	$ 32.5	$138.5		$ 74.0	$ 93.0	$112.0
TO	CEO/PRESIDENT	102.3	40.6	142.9		60.2	75.2	96.3
$200.0		77.0	23.4	100.4		64.9	84.7	104.6
	CEO/PRESIDENT	74.0	5.7	79.7		36.1	46.8	57.5
	CEO/PRESIDENT	55.0	0.0	55.0				
	CEO/PRESIDENT				$ 55.0			
	SENIOR V.P.	52.0	6.0	58.0				
	NO IN POSITION: 7							
$ 343.8	WEIGHTED GROUP AVG:	$ 77.7	$ 18.1	$ 95.8	$ 55.0			
$199.9	CEO/PRESIDENT	$ 90.0	$ 27.0	$117.0				
AND BELOW	BOARD OF DIR.	66.0	15.0	81.0		$ 40.9	$ 51.1	$ 61.3
	CEO/PRESIDENT	54.5	0.0	54.5				
	EXEC. V.P.				$ 49.9			
	GROUP EXEC.				49.5	36.2	47.5	57.0
	C.O.O.	48.0	17.0	65.0				
	CEO/PRESIDENT				43.5			
	CEO/PRESIDENT				43.2			
	C.O.O.	41.0	0.0	41.0				
	C.O.O.	39.5	3.8	43.3				
		35.0	3.0	38.0				
	CEO/PRESIDENT	35.0	9.0	44.0				
					24.2			
	NO IN POSITION: 13							
$ 110.3	WEIGHTED GROUP AVG:	$ 51.1	$ 9.4	$ 60.5	$ 42.1			
	NO IN POSITION: 58							
$ 1720.3	POSITION AVERAGE:	$ 95.8	$ 25.8	$121.6	$ 60.9			



SURVEY POSITION #19 - TOP MERCHANDISING & PROCUREMENT EXEC.

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING
EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2000.0 AND ABOVE	GROUP EXEC.	$ 92.0	$ 27.5	$119.5		$ 85.0	$106.3	$127.6
	CEO/PRESIDENT	75.0	25.0	100.0				
		70.0	13.0	83.0		55.5	69.4	83.2
	GROUP EXEC.	69.0	10.4	79.4				
	SENIOR V.P.	67.5	0.0	67.5				
		60.3	25.0	85.3		44.9	53.3	61.7
	EXEC. V.P.	60.0	10.0	70.0				
	EXEC. V.P.				$ 56.4			
	ASST. V.P./DIR				50.0	35.4	47.2	59.0
	NO IN POSITION: 9							
$ 6795.9	WEIGHTED GROUP AVG:	$ 70.5	$ 15.9	$ 86.4	$ 53.2			
$1999.9 TO $1000.0	GROUP EXEC.	$ 76.0	$ 0.0	$ 76.0		$ 44.5	$ 56.3	$ 68.1
	C.O.O.	68.4	4.7	73.1		49.3	64.6	78.6
	SENIOR V.P.	65.0	16.5	81.5		55.0	68.8	82.5
	EXEC. V.P.				$ 60.0			
		52.0	1.2	53.2				
	CEO/PRESIDENT	51.9	3.3	55.2		34.0	43.5	52.9
	SENIOR V.P.				40.0	40.3	49.4	58.5
		30.1	6.0	36.1				
	NO IN POSITION: 8							
$ 1482.6	WEIGHTED GROUP AVG:	$ 57.2	$ 5.3	$ 62.5	$ 50.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

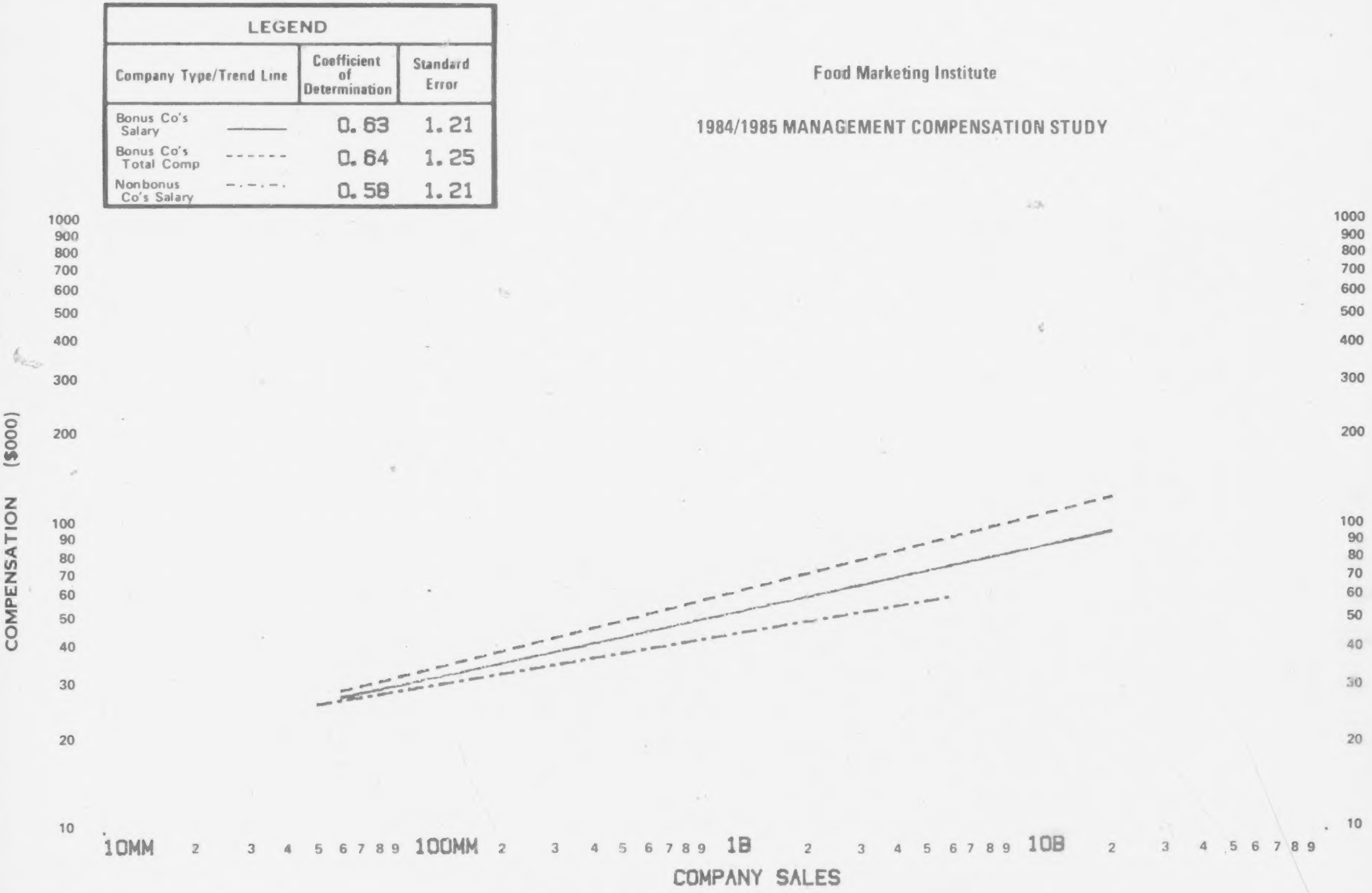
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	C.O.O.	$ 80.0	$ 0.0	$ 80.0				
TO	VICE PRESIDENT				$ 54.6	$ 37.2	$ 48.5	$ 59.6
$500.0	VICE PRESIDENT	53.5	0.0	53.5		43.8	53.1	62.5
		53.0	19.7	72.7		45.6	56.0	66.1
	VICE PRESIDENT	52.7	18.4	71.1				
		51.0	9.1	60.1		45.7	56.3	67.0
	SENIOR V.P.	50.0	17.5	67.5		41.0	50.8	60.4
	CEO/PRESIDENT	47.5	0.0	47.5				
					47.5			
	EXEC. V.P.	46.8	5.1	51.9				
	VICE PRESIDENT	40.7	11.3	52.0				
	EXEC. V.P.	39.0	5.4	44.4				
		38.0	1.9	39.9		28.3	37.8	47.2
	CEO/PRESIDENT	37.0	0.0	37.0				
	DIV. V.P./MGR.				36.3	26.4	30.6	36.7
	ASST. V.P./DIR	30.0	25.0	55.0				
	VICE PRESIDENT	25.0	3.2	28.2				
	VICE PRESIDENT				24.9	21.1	26.4	31.7
	NO IN POSITION: 18							
$ 679.7	WEIGHTED GROUP AVG:	$ 46.0	$ 8.3	$ 54.3	$ 40.8			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9		$ 53.0	$ 11.0	$ 64.0		$ 47.3	$ 56.1	$ 64.9
TO	C.O.O.	52.4	9.1	61.5				
$200.0	VICE PRESIDENT	43.0	0.0	43.0		31.2	41.6	52.0
		42.5	7.0	49.5		35.0	44.0	52.0
	VICE PRESIDENT	42.0	10.7	52.7		27.7	34.7	42.9
	VICE PRESIDENT	41.2	1.7	42.9		22.9	29.0	35.1
	C.O.O.				$ 41.0			
	VICE PRESIDENT	40.5	1.1	41.6				
	VICE PRESIDENT	37.5	0.0	37.5				
	SENIOR V.P.	35.5	0.0	35.5				
	VICE PRESIDENT				34.6			
	VICE PRESIDENT	29.4	2.6	32.0				
	NO IN POSITION: 12							
$ 310.4	WEIGHTED GROUP AVG:	$ 41.7	$ 4.3	$ 46.0	$ 37.8			
$199.9	CEO/PRESIDENT	$ 65.0	$ 19.5	$ 84.5				
AND BELOW	CEO/PRESIDENT				$ 39.0			
	C.O.O.	38.0	4.0	42.0		$ 30.0	$ 35.0	$ 40.0
	VICE PRESIDENT				33.5	23.7	32.9	38.7
	SENIOR V.P.	33.0	0.0	33.0				
	GROUP EXEC.	32.0	3.0	35.0				
	CEO/PRESIDENT				31.5			
					30.0			
	VICE PRESIDENT	29.9	2.0	31.9				
					28.0			
	CEO/PRESIDENT	26.8	0.5	27.3				
	VICE PRESIDENT				26.5			
	NO IN POSITION: 12							
$ 120.0	WEIGHTED GROUP AVG:	$ 37.4	$ 4.8	$ 42.3	$ 31.4			
	NO IN POSITION: 59							
$ 1532.6	POSITION AVERAGE:	$ 49.4	$ 7.7	$ 57.1	$ 39.6			

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #20 - TOP ADVERTISING EXECUTIVE

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops, with store operations, merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

SCOPE ANNUAL GROCERY SALES ($MIL.)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0	CEO/PRESIDENT	$102.0	$145.1	$247.1				
AND ABOVE	EXEC. V.P.	80.0	12.8	92.8				
	EXEC. V.P.	77.2	19.3	96.5		$ 50.6	$ 65.0	$ 83.5
	SENIOR V.P.	72.0	0.0	72.0				
	GROUP EXEC.	65.0	9.8	74.8				
	SENIOR V.P.	64.9	12.4	77.3		43.2	57.6	72.0
		63.0	18.0	81.0		57.8	75.8	93.8
	NO IN POSITION: 7							
$ 2898.4	WEIGHTED GROUP AVG:	$ 74.9	$ 31.0	$105.9				
$999.9		$ 85.0	$ 16.6	$101.6				
TO	GROUP EXEC.				$ 82.5			
$500.0	SENIOR V.P.	77.5	21.7	99.2		$ 56.9	$ 71.1	$ 85.3
	SENIOR V.P.	64.5	21.0	85.5		60.0	75.7	91.2
	VICE PRESIDENT	55.0	7.5	62.5		48.0	57.0	65.0
	SENIOR V.P.	49.0	7.3	56.3		41.0	50.8	60.4
					33.8	30.4	38.2	45.9
	NO IN POSITION: 7							
$ 779.2	WEIGHTED GROUP AVG:	$ 66.2	$ 14.8	$ 81.0	$ 58.2			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9					$ 70.0	$ 41.5	$ 52.9	$ 64.3
TO	EXEC. V.P.	$ 65.0	$ 0.0	$ 65.0				
$250.0		61.0	3.4	64.4		49.6	62.0	74.4
	ASST. V.P./DIR				60.0	41.8	54.3	66.8
	GROUP EXEC.	57.8	0.0	57.8		51.6	64.5	77.4
		56.5	15.2	71.7		45.6	56.0	66.1
		55.0	12.8	67.8		47.3	56.1	64.9
	EXEC. V.P.	47.2	26.1	73.3				
	VICE PRESIDENT	45.6	3.3	48.9		26.6	36.0	45.3
	VICE PRESIDENT	44.7	13.2	57.9		31.8	39.7	49.7
	ASST. V.P./DIR	35.0	50.0	85.0				
		------	------	------	------			
	NO IN POSITION: 11							
$ 357.9	WEIGHTED GROUP AVG:	$ 52.0	$ 13.8	$ 65.8	$ 65.0			
$249.9	C.O.O.	$ 62.0	$ 9.2	$ 71.2				
TO	CEO/PRESIDENT	60.0	0.0	60.0				
$100.0	VICE PRESIDENT				$ 51.3			
	VICE PRESIDENT	48.1	7.9	56.0				
	VICE PRESIDENT				48.0			
	EXEC. V.P.	43.0	6.0	49.0				
	VICE PRESIDENT	40.0	0.0	40.0				
	VICE PRESIDENT				39.9	$ 37.9	$ 47.4	$ 56.9
	DIV. V.P./MGR.				36.5	35.6	44.5	53.4
		------	------	------	------			
	NO IN POSITION: 9							
$ 167.9	WEIGHTED GROUP AVG:	$ 50.6	$ 4.6	$ 55.2	$ 43.9			

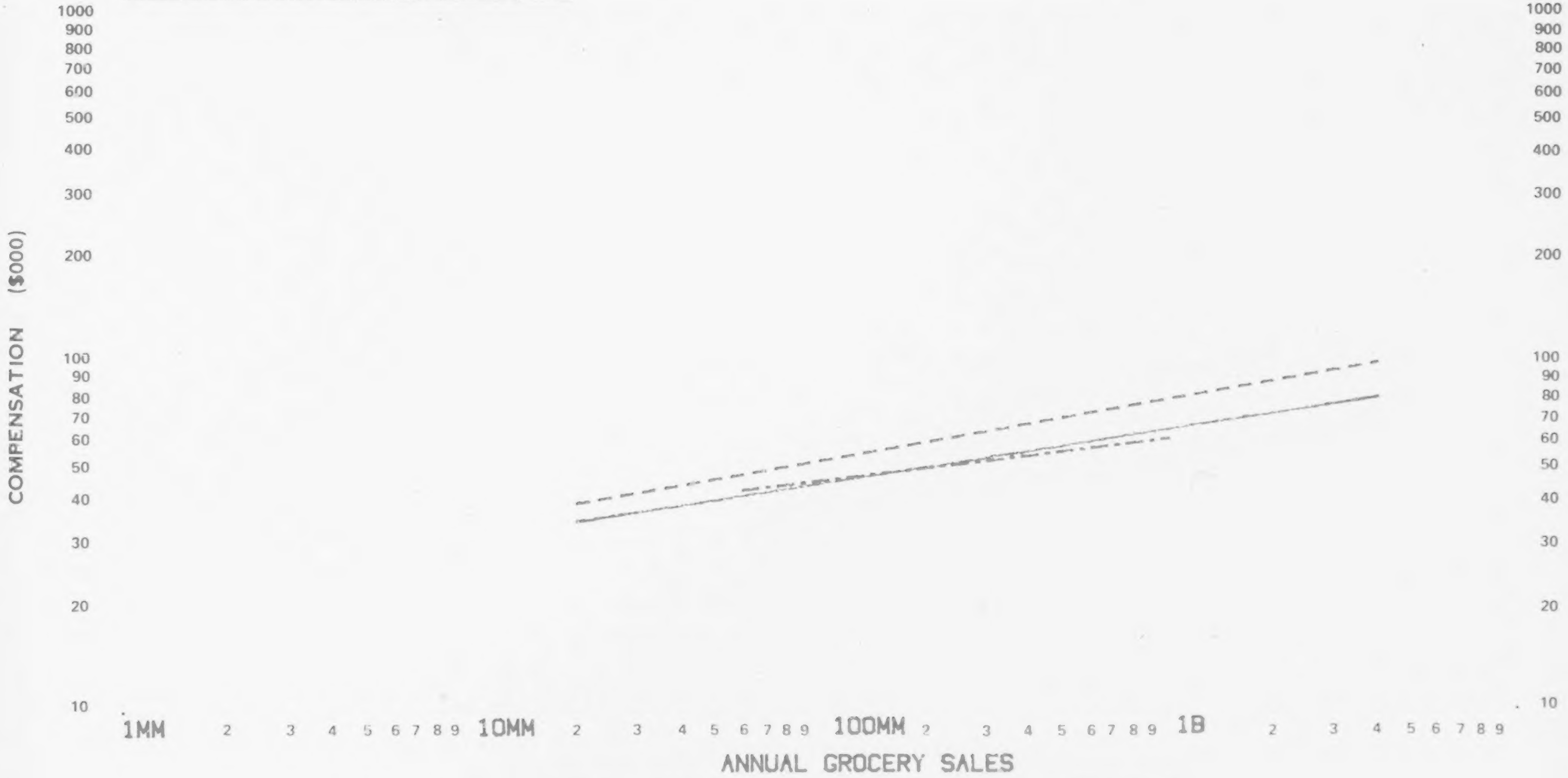
FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS
EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9	CEO/PRESIDENT				$ 60.0			
AND BELOW	C.O.O.	$ 60.0	$ 10.0	$ 70.0		$ 40.0	$ 50.0	$ 75.0
	VICE PRESIDENT				54.0	33.7	42.1	50.5
		51.5	17.0	68.5		47.0	58.0	89.0
	CEO/PRESIDENT	45.5	2.7	48.2				
	VICE PRESIDENT				45.0			
		44.2	3.0	47.2				
	SENIOR V.P.	42.3	0.0	42.3				
	CEO/PRESIDENT	41.3	10.9	52.2				
	C.O.O.				41.1	30.0	35.0	45.0
	CEO/PRESIDENT	35.6	7.8	43.4		30.0	35.0	40.0
		30.0	3.0	33.0				
	NO IN POSITION: 12							
$ 62.8	WEIGHTED GROUP AVG:	$ 43.8	$ 6.8	$ 50.6	$ 50.0			
NO SCOPE REPORTED	VICE PRESIDENT	$ 86.5	$ 28.1	$114.6		$ 85.0	$106.3	$127.6
		68.0	10.0	78.0		49.4	61.8	74.1
	EXEC. V.P.				$ 59.0			
	C.O.O.				47.0			
	VICE PRESIDENT	44.0	3.3	47.3		26.9	34.4	41.9
		40.0	13.1	53.1				
	VICE PRESIDENT	38.0	13.3	51.3				
	CEO/PRESIDENT				33.9			
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 51.2	$ 12.1	$ 63.3	$ 46.6			
	NO IN POSITION: 56							
$ 694.5	POSITION AVERAGE:	$ 55.7	$ 14.1	$ 69.8	$ 50.8			

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.55	1.18
Bonus Co's Total Comp	- - - - - -	0.57	1.21
Nonbonus Co's Salary	-·-·-·-	0.15	1.31



SURVEY POSITION #21 - TOP GROCERY OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0 AND ABOVE	SENIOR V.P.	$ 94.0	$ 26.3	$120.3		$ 68.0	$ 85.1	$102.1
	EXEC. V.P.	90.0	14.4	104.4				
	SENIOR V.P.	87.0	17.2	104.2		56.8	75.7	94.6
	SENIOR V.P.	78.5	25.5	104.0		68.3	85.4	102.5
	CEO/PRESIDENT	75.0	10.0	85.0				
		73.0	32.7	105.7		57.8	75.8	93.8
	EXEC. V.P.	69.3	17.0	86.3		50.6	65.0	83.5
		65.7	14.6	80.3				
	SENIOR V.P.	62.0	0.0	62.0				
	GROUP EXEC.	60.0	9.0	69.0				
	C.O.O.	50.4	24.3	74.7				
					$ 43.0	28.7	36.0	43.4
	NO IN POSITION: 13							
$ 553.3	WEIGHTED GROUP AVG:	$ 72.6	$ 17.1	$ 89.7	$ 43.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS
EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$249.9	EXEC. V.P.	$100.9	$ 0.0	$100.9				
TO		98.8	8.4	107.2				
$100.0	GROUP EXEC.				$ 85.0			
					80.1	$ 43.6	$ 55.8	$ 68.0
	C.O.O.	79.7	32.6	112.3				
	GROUP EXEC.	65.8	0.0	65.8		49.8	62.2	74.7
		65.8	31.0	96.8		52.4	64.3	76.0
		63.6	14.4	78.0		49.6	62.0	74.4
	VICE PRESIDENT	58.0	7.5	65.5		48.0	57.0	65.0
	C.O.O.	50.2	0.0	50.2		49.3	64.6	78.6
	SENIOR V.P.				46.5	45.6	55.9	66.2
	SENIOR V.P.	46.0	6.9	52.9		41.0	50.8	60.4
	VICE PRESIDENT	39.0	25.4	64.4				
	NO IN POSITION: 13							
$ 145.6	WEIGHTED GROUP AVG:	$ 66.8	$ 12.6	$ 79.4	$ 70.5			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

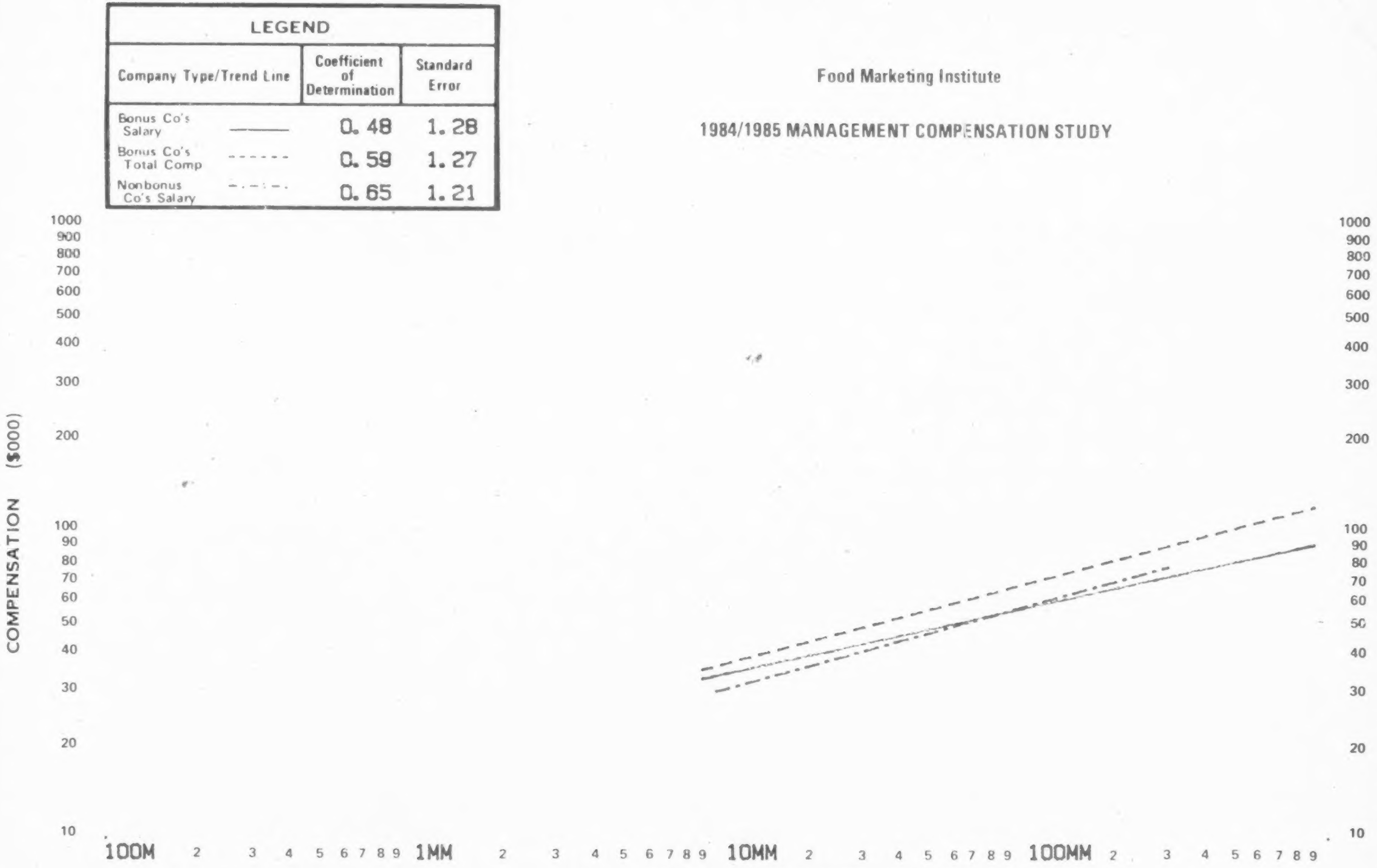
SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$99.9	EXEC. V.P.	$ 71.0	$ 0.0	$ 71.0				
TO	CEO/PRESIDENT	70.0	0.0	70.0				
$50.0	EXEC. V.P.	70.0	8.2	78.2				
		62.0	12.4	74.4		$ 50.8	$ 66.7	$ 82.5
	CEO/PRESIDENT	60.5	11.2	71.7				
	ASST. V.P./DIR				$ 59.8	37.2	48.5	59.6
	VICE PRESIDENT	53.0	16.1	69.1		36.6	45.8	57.7
		52.5	10.6	63.1		42.8	50.7	58.7
	C.O.O.	47.7	22.4	70.1				
	VICE PRESIDENT				45.2	37.9	47.4	56.9
	DIV. V.P./MGR.				36.1	30.8	38.6	46.3
	ASST. V.P./DIR	35.0	48.0	83.0				
	VICE PRESIDENT	29.5	1.5	31.0		26.6	36.0	45.3
	NO IN POSITION:	14						
$ 81.0	WEIGHTED GROUP AVG:	$ 54.4	$ 13.9	$ 68.3	$ 47.0			
$49.9	C.O.O.	$ 62.0	$ 9.2	$ 71.2				
TO		57.0	17.0	74.0		$ 63.0	$ 79.0	$ 95.0
$25.0	VICE PRESIDENT	48.0	0.0	48.0				
	VICE PRESIDENT				$ 47.5			
	SENIOR V.P.	46.6	0.0	46.6				
	C.O.O.				40.9	30.0	35.0	45.0
	VICE PRESIDENT	40.0	6.6	46.6				
	NO IN POSITION:	7						
$ 38.9	WEIGHTED GROUP AVG:	$ 50.7	$ 6.6	$ 57.3	$ 44.2			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS
EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9	C.O.O.	$ 60.0	$ 10.0	$ 70.0		$ 40.0	$ 50.0	$ 75.0
AND BELOW	C.O.O.	45.0	0.0	45.0				
	VICE PRESIDENT				$ 44.4			
	VICE PRESIDENT				42.3			
	CEO/PRESIDENT	41.6	0.5	42.1				
	VICE PRESIDENT	34.8	4.2	39.0				
	BOARD OF DIR.	33.8	7.8	41.6		27.5	32.1	36.7
					33.6			
	CEO/PRESIDENT	33.5	5.2	38.7				
					33.0			
	EXEC. V.P.				33.0			
		30.0	3.0	33.0				
	C.O.O.	29.9	0.0	29.9				
	NO IN POSITION: 13							
$ 19.1	WEIGHTED GROUP AVG:	$ 38.6	$ 3.8	$ 42.4	$ 37.3			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS
EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	GROUP EXEC.	$ 96.0	$ 43.1	$139.1		$ 85.0	$106.3	$127.6
	GROUP,EXEC.	88.0	0.0	88.0		49.0	62.0	75.0
	VICE PRESIDENT	75.0	0.0	75.0		36.9	49.5	62.0
	EXEC. V.P.				$ 71.4			
	C.O.O.				55.7			
	SENIOR V.P.	52.0	4.0	56.0				
	ASST. V.P./DIR	51.7	12.9	64.6				
	VICE PRESIDENT	50.4	17.6	68.0				
		50.0	7.2	57.2		51.6	64.4	77.3
		48.0	12.0	60.0				
		44.2	3.5	47.7				
	VICE PRESIDENT	41.0	2.1	43.1		30.5	38.9	47.4
	VICE PRESIDENT				32.5			
					28.0			
	NO IN POSITION:	15						
	WEIGHTED GROUP AVG:	$ 57.9	$ 9.5	$ 67.4	$ 46.9			
	NO IN POSITION:	75						
$ 179.0	POSITION AVERAGE:	$ 58.5	$ 11.5	$ 70.0	$ 47.7			



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.48	1.28
Bonus Co's Total Comp	- - - - - -	0.59	1.27
Nonbonus Co's Salary	—·—·—·	0.65	1.21

ANNUAL MEAT SALES

SURVEY POSITION #22 - TOP MEAT OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS
EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$200.0	SENIOR V.P.	$ 84.0	$ 22.7	$106.7		$ 56.9	$ 71.1	$ 85.3
AND ABOVE	BOARD OF DIR.	76.0	0.0	76.0				
	SENIOR V.P.	75.5	24.2	99.7		68.3	85.4	102.5
		66.0	28.3	94.3		57.8	75.8	93.8
	EXEC. V.P.	63.0	15.3	78.3		50.6	65.0	83.5
		61.9	14.5	76.4				
	NO IN POSITION: 7							
$ 504.1	WEIGHTED GROUP AVG:	$ 69.8	$ 17.0	$ 86.8				
$199.9	GROUP EXEC.				$ 85.0			
TO	EXEC. V.P.	$ 85.0	$ 13.6	$ 98.6				
$100.0	VICE PRESIDENT	75.0	0.0	75.0		$ 41.0	$ 54.7	$ 68.4
	SENIOR V.P.	65.5	0.0	65.5		49.5	61.9	74.2
	C.O.O.	56.1	27.3	83.4				
	GROUP EXEC.	52.5	7.9	60.4				
	NO IN POSITION: 6							
$ 164.0	WEIGHTED GROUP AVG:	$ 66.8	$ 9.8	$ 76.6	$ 85.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

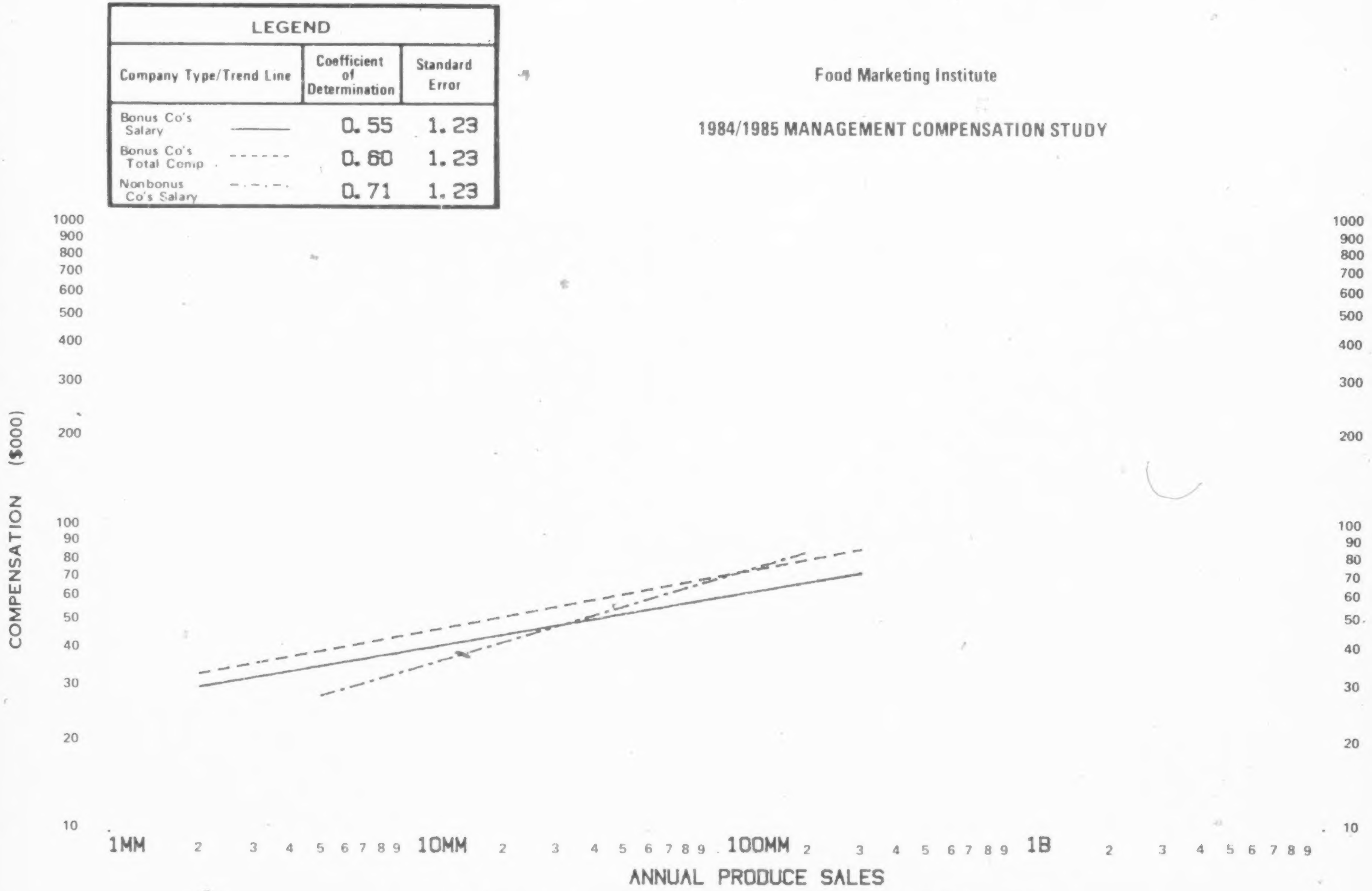
SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$99.9	EXEC. V.P.	$ 73.7	$ 0.0	$ 73.7				
TO					$ 68.8	$ 39.3	$ 49.9	$ 60.5
$50.0	C.O.O.	67.4	43.6	111.0				
		65.2	7.1	72.3				
	VICE PRESIDENT	60.0	4.5	64.5		48.0	57.0	65.0
		58.0	12.7	70.7		49.6	62.0	74.4
	CEO/PRESIDENT	55.9	12.0	67.9				
	SENIOR V.P.	50.5	7.5	58.0		41.0	50.8	60.4
	SENIOR V.P.				50.0	45.6	55.9	66.2
	GROUP_EXEC.	49.5	0.0	49.5		49.8	62.2	74.7
		48.0	5.6	53.6		41.5	50.8	60.2
					38.5	28.7	36.0	43.4
	NO IN POSITION: 12							
$ 65.4	WEIGHTED GROUP AVG:	$ 58.7	$ 10.3	$ 69.0	$ 52.4			
$49.9		$ 82.5	$ 40.0	$122.5		$ 66.0	$ 82.0	$100.0
TO	EXEC. V.P.	74.0	0.0	74.0				
$25.0		60.0	13.7	73.7		45.2	58.1	71.0
	EXEC. V.P.	58.5	2.2	60.7				
	ASST. V.P./DIR				$ 54.6	37.2	48.5	59.6
	VICE PRESIDENT	52.7	3.7	56.4		41.8	54.8	67.3
	C.O.O.	39.7	17.8	57.5				
	VICE PRESIDENT	39.3	9.5	48.8		36.6	45.8	57.7
	VICE PRESIDENT	37.7	1.8	39.5		22.9	30.4	37.8
	VICE PRESIDENT	33.5	7.0	40.5				
	VICE PRESIDENT				33.1	37.9	47.4	56.9
	ASST. V.P./DIR	30.0	28.0	58.0				
	NO IN POSITION: 13							
$ 35.2	WEIGHTED GROUP AVG:	$ 49.8	$ 12.8	$ 62.6	$ 43.8			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9	C.O.O.	$ 62.0	$ 9.2	$ 71.2				
TO	CEO/PRESIDENT	60.7	0.0	60.7				
$10.0	SENIOR V.P.	48.2	0.0	48.2				
	VICE PRESIDENT				$ 44.4			
	VICE PRESIDENT	43.0	0.0	43.0				
	C.O.O.	40.8	0.0	40.8				
	C.O.O.				40.2	$ 30.0	$ 35.0	$ 45.0
	VICE PRESIDENT	39.0	6.6	45.6				
	DIV. V.P./MGR.				35.0	30.8	38.6	46.3
	BOARD OF DIR.	32.1	7.8	39.9		27.5	32.1	36.7
	NO IN POSITION: 10							
$ 17.5	WEIGHTED GROUP AVG:	$ 46.5	$ 3.4	$ 49.9	$ 39.9			
$9.9	C.O.O.	$ 60.0	$ 10.0	$ 70.0		$ 40.0	$ 50.0	$ 75.0
AND BELOW	VICE PRESIDENT				$ 41.0			
					34.3			
	CEO/PRESIDENT	32.7	5.1	37.8				
	VICE PRESIDENT	30.4	3.7	34.1				
		30.0	3.0	33.0				
	EXEC. V.P.				22.6			
	NO IN POSITION: 7							
$ 5.7	WEIGHTED GROUP AVG:	$ 38.3	$ 5.4	$ 43.7	$ 32.6			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS
EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	GROUP EXEC.	$ 75.0	$ 44.9	$119.9		$ 85.0	$106.3	$127.6
		74.0	13.0	87.0		51.6	64.5	77.3
	GROUP EXEC.	65.0	0.0	65.0		49.0	62.0	75.0
	CEO/PRESIDENT	65.0	23.8	88.8				
	EXEC. V.P.				$ 57.6			
	C.O.O.				55.7			
	SENIOR V.P.	52.5	4.5	57.0				
	VICE PRESIDENT	47.0	2.4	49.4		30.5	38.9	47.4
		45.2	11.3	56.5				
	VICE PRESIDENT				31.4			
					28.0			
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 60.5	$ 14.3	$ 74.8	$ 43.2			
	NO IN POSITION: 66							
$ 108.5	POSITION AVERAGE:	$ 56.0	$ 11.0	$ 67.0	$ 45.0			



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.55	1.23
Bonus Co's Total Comp	- - - - - -	0.60	1.23
Nonbonus Co's Salary	—.—.—.	0.71	1.23

SURVEY POSITION #23 - TOP PRODUCE OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

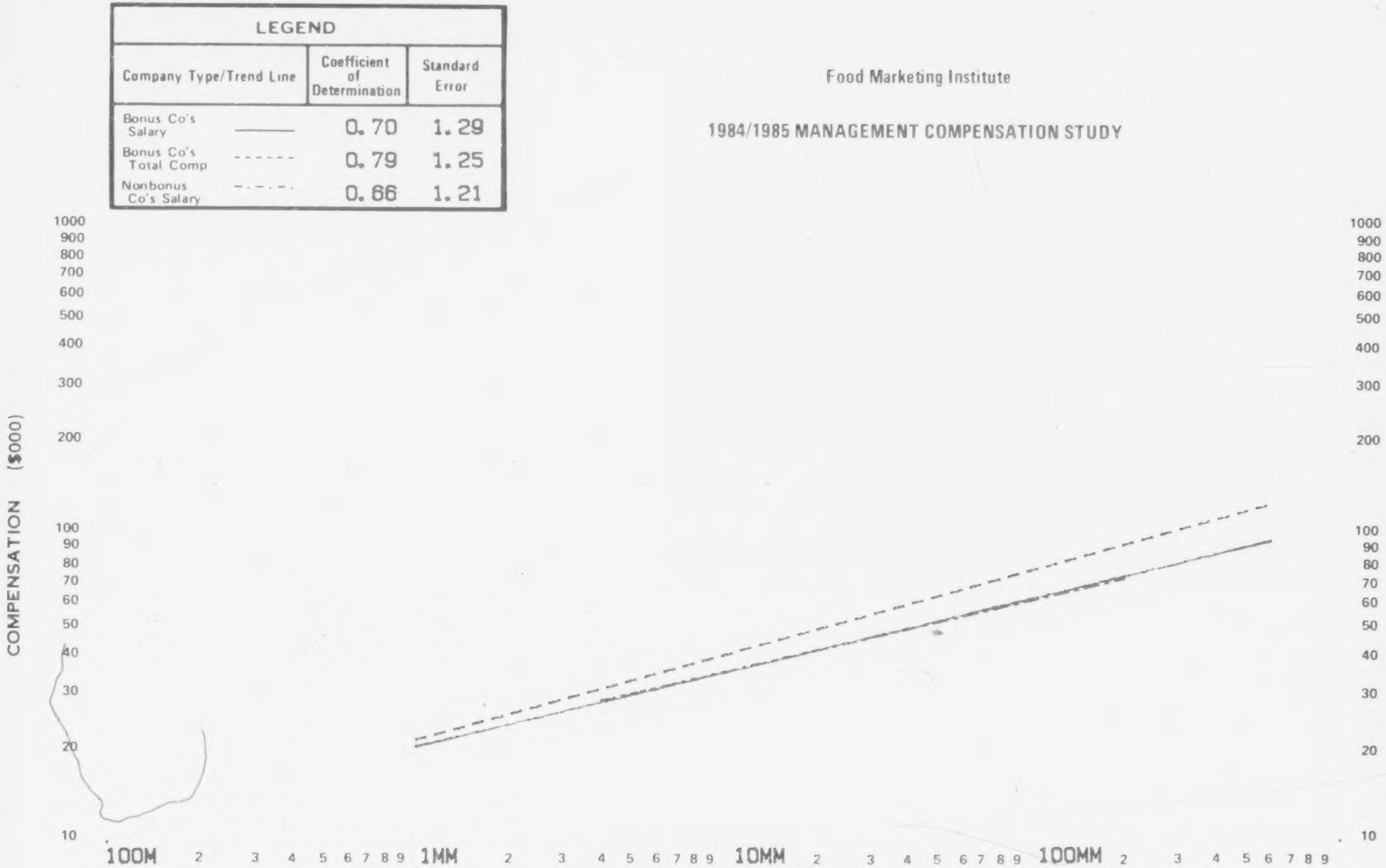
SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$100.0		$109.0	$ 16.6	$125.6				
AND ABOVE	EXEC. V.P.	100.0	10.0	110.0				
	C.O.O.	92.0	42.3	134.3				
	SENIOR V.P.	85.0	15.0	100.0		$ 65.0	$ 78.0	$ 90.0
	SENIOR V.P.	84.0	23.3	107.3		56.9	71.1	85.3
	C.O.O.	78.0	39.8	117.8				
	SENIOR V.P.	68.0	0.0	68.0				
	EXEC. V.P.	66.0	14.2	80.2		41.9	55.9	69.9
		66.0	34.9	100.9				
	GROUP EXEC.				$ 65.0			
		57.6	16.1	73.7				
	NO IN POSITION: 20							
$ 411.2	WEIGHTED GROUP AVG:	$ 69.7	$ 18.8	$ 88.5	$ 65.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD
OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9					$ 90.0	$ 39.3	$ 49.9	$ 60.5
TO	GROUP EXEC.	$ 73.0	$ 11.0	$ 84.0				
$50.0	EXEC. V.P.	70.0	12.0	82.0				
	GROUP EXEC.	67.6	0.0	67.6		49.8	62.2	74.7
	VICE PRESIDENT	57.0	0.0	57.0				
	ASST. V.P./DIR				56.0	41.8	54.3	66.8
	EXEC. V.P.	48.4	5.3	53.7				
	NO IN POSITION: 7							
$ 70.7	WEIGHTED GROUP AVG:	$ 63.2	$ 5.7	$ 68.9	$ 73.0			
$49.9	SENIOR V.P.				$ 47.5	$ 45.6	$ 55.9	$ 66.2
TO		$ 46.5	$ 8.0	$ 54.5		37.8	47.3	56.8
$15.0	DIV. V.P./MGR.				44.5	35.6	44.5	53.4
	VICE PRESIDENT				44.4			
	VICE PRESIDENT				41.0			
					41.0	37.7	46.3	54.7
	SENIOR V.P.				39.5	35.1	43.1	51.2
	VICE PRESIDENT	38.0	5.9	43.9				
	VICE PRESIDENT	36.8	10.7	47.5		27.7	34.7	42.9
	VICE PRESIDENT	32.4	1.5	33.9		21.8	26.9	31.9
	ASST. V.P./DIR	30.0	24.0	54.0				
	VICE PRESIDENT	30.0	16.6	46.6				
	NO IN POSITION: 13							
$ 28.9	WEIGHTED GROUP AVG:	$ 36.0	$ 10.3	$ 46.3	$ 43.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD
OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$14.9 AND BELOW	VICE PRESIDENT				$ 52.0			
	CEO/PRESIDENT	$ 38.5	$ 2.4	$ 40.9				
		37.5	2.7	40.2		$ 35.1	$ 41.1	$ 47.7
	C.O.O.	36.0	4.0	40.0		32.0	35.0	45.0
					32.2			
	C.O.O.				31.9	30.0	35.0	45.0
	VICE PRESIDENT	29.9	2.0	31.9				
					29.2			
	CEO/PRESIDENT	25.6	2.9	28.5				
		25.0	2.0	27.0				
	NO IN POSITION: 10							
$ 6.9	WEIGHTED GROUP AVG:	$ 32.1	$ 2.7	$ 34.8	$ 36.3			
NO SCOPE REPORTED	GROUP EXEC.	$ 82.0	$ 0.0	$ 82.0		$ 49.0	$ 62.0	$ 75.0
	EXEC. V.P.	76.0	18.6	94.6		50.6	65.0	83.5
		75.3	13.0	88.3		49.4	61.8	74.1
	CEO/PRESIDENT	75.0	7.6	82.6				
	VICE PRESIDENT				$ 43.9	37.9	47.4	56.9
	VICE PRESIDENT	40.9	0.0	40.9				
	VICE PRESIDENT	35.2	8.8	44.0				
	ASST. V.P./DIR	35.0	0.0	35.0				
	VICE PRESIDENT	33.0	0.0	33.0		28.1	37.3	46.5
	VICE PRESIDENT				23.4			
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 56.6	$ 6.0	$ 62.6	$ 33.7			
	NO IN POSITION: 60							
$ 183.3	POSITION AVERAGE:	$ 56.4	$ 11.6	$ 68.0	$ 45.4			



SURVEY POSITION #24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

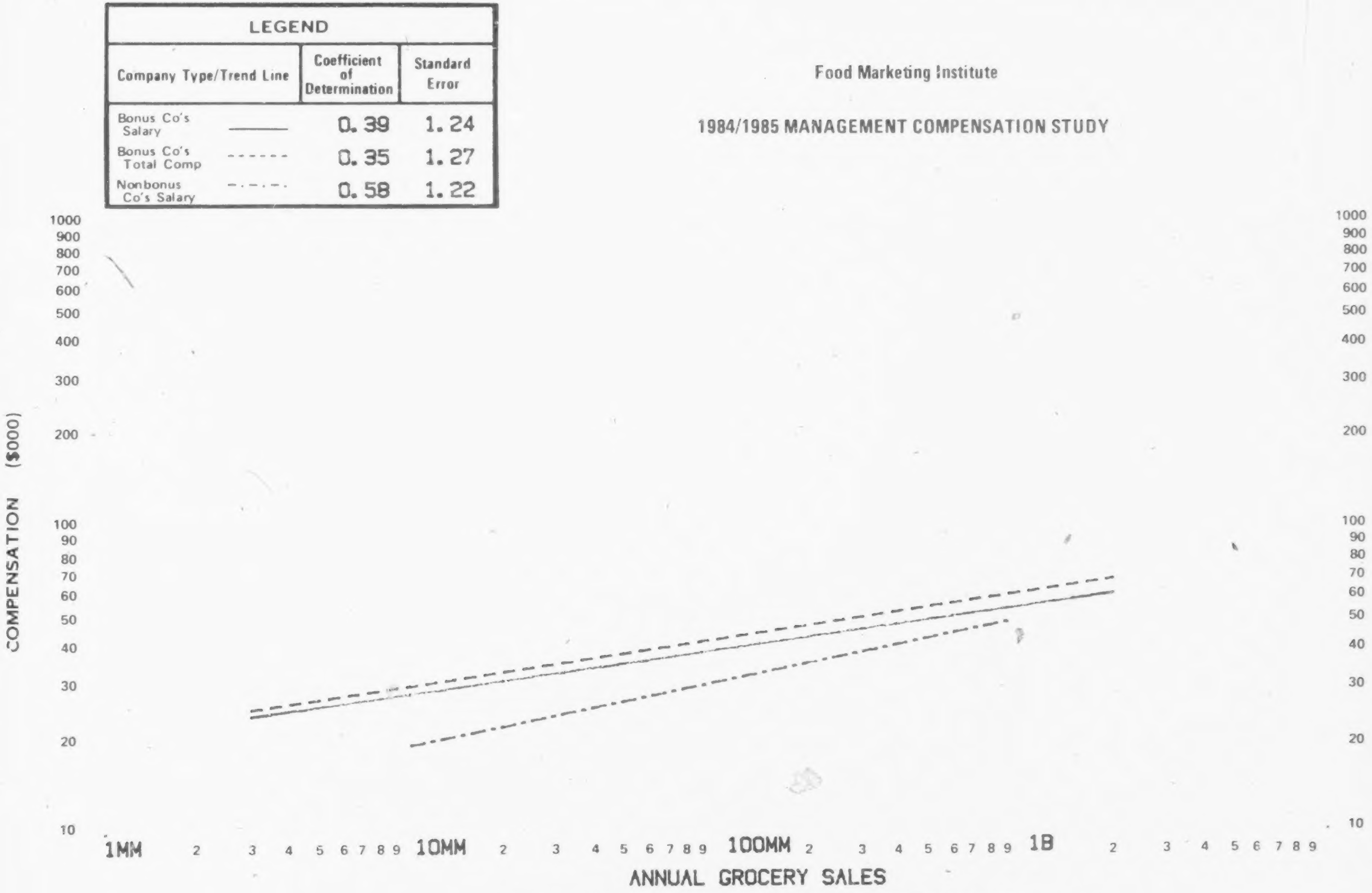
SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL GROCERY SALES				TOTAL	COMPANIES			
($MIL)	REPORTS TO	SALARY	BONUS	COMP	SALARY	MIN	MID	MAX
$250.0	VICE PRESIDENT	$ 72.0	$ 10.0	$ 82.0		$ 49.5	$ 61.9	$ 74.2
AND ABOVE	ASST. V.P./DIR				$ 60.0			
		49.1	7.7	56.8		36.8	43.5	50.2
	VICE PRESIDENT	49.1	0.0	49.1				
	VICE PRESIDENT	49.0	0.0	49.0		43.8	53.1	62.5
	DIV. V.P./MGR.	46.8	7.2	54.0		38.6	47.4	56.1
	DIV. V.P./MGR.				42.1	29.8	38.6	47.5
	CEO/PRESIDENT	40.0	0.0	40.0				
					36.0	34.4	42.0	49.9
	GROUP EXEC.	34.0	5.1	39.1				
	DIV. V.P./MGR.	32.7	0.0	32.7				
	NO IN POSITION: 18							
$ 544.1	WEIGHTED GROUP AVG:	$ 47.8	$ 4.0	$ 51.8	$ 46.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9	CEO/PRESIDENT	$ 70.0	$ 0.0	$ 70.0				
TO		58.9	15.2	74.1				
$100.0	DIV. V.P./MGR.	50.0	0.0	50.0		$ 37.2	$ 46.5	$ 55.8
	MANAGER	46.8	9.1	55.9		34.4	43.1	51.7
		46.5	7.4	53.9		35.1	41.4	47.7
	C.O.O.	44.7	6.7	51.4				
		44.0	5.2	49.2		35.1	41.4	47.7
	ASST. V.P./DIR				$ 41.0	35.1	43.1	47.2
	EXEC. V.P.	40.2	3.6	43.8				
	MANAGER	40.0	2.7	42.7				
	VICE PRESIDENT	39.5	12.5	52.0				
	ASST. V.P./DIR	37.7	0.0	37.7		31.9	39.8	47.8
	VICE PRESIDENT				32.0			
	MANAGER				30.8	26.0	33.0	40.0
					27.2	22.9	28.5	34.1
	MANAGER				25.6	22.7	30.3	37.9
	NO IN POSITION: 50							
$ 145.9	WEIGHTED GROUP AVG:	$ 50.6	$ 9.3	$ 59.9	$ 30.5			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$99.9	REG. V.P./MGR.	$ 50.3	$ 42.4	$ 92.7		$ 47.8	$ 50.3	$ 52.8
AND BELOW	ASST. V.P./DIR				$ 38.5			
		36.9	2.5	39.4				
	EXEC. V.P.	35.9	10.5	46.4				
	GROUP EXEC.	33.8	0.0	33.8				
	ASST. V.P./DIR	31.8	0.0	31.8				
	CEO/PRESIDENT	30.0	3.5	33.5				
	GROUP EXEC.				30.0	25.0	30.0	35.0
	GROUP EXEC.	29.9	0.0	29.9				
	GROUP EXEC.	27.1	0.2	27.3				
	GROUP EXEC.	24.9	2.7	27.6				
	VICE PRESIDENT				23.6			
	EXEC. V.P.				19.7			
	NO IN POSITION: 123							
$ 12.6	WEIGHTED GROUP AVG:	$ 28.7	$ 2.5	$ 31.2	$ 26.1			
NO SCOPE	DIV. V.P./MGR.	$ 57.4	$ 11.1	$ 68.5		$ 47.1	$ 58.8	$ 70.5
REPORTED	DIV. V.P./MGR.	53.2	11.1	64.3				
	DIV. V.P./MGR.	52.2	10.8	63.0				
	DIST.MANAGER	42.3	10.6	52.9				
		41.2	0.0	41.2				
	VICE PRESIDENT	40.0	0.0	40.0		31.2	41.6	52.0
		37.0	7.0	44.0				
	ASST. V.P./DIR				$ 34.4			
	VICE PRESIDENT				29.3			
	ASST. V.P./DIR	28.0	1.3	29.3		19.8	25.3	30.8
					28.0			
	VICE PRESIDENT				24.0	20.3	25.4	30.4
	NO IN POSITION: 25							
	WEIGHTED GROUP AVG:	$ 47.0	$ 8.2	$ 55.2	$ 30.0			
	NO IN POSITION: 216							
$ 97.6	POSITION AVERAGE:	$ 35.9	$ 4.4	$ 40.3	$ 30.9			



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.39	1.24
Bonus Co's Total Comp	- - - - - -	0.35	1.27
Nonbonus Co's Salary	-·-·-·-	0.58	1.22

SURVEY POSITION #25 - GROCERY MERCHANDISER

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0	VICE PRESIDENT	$ 65.5	$ 10.0	$ 75.5		$ 49.5	$ 61.9	$ 74.2
AND ABOVE	VICE PRESIDENT	60.6	0.0	60.6				
		51.4	9.5	60.9				
	DIV. V.P./MGR.	45.2	8.0	53.2		38.6	47.4	56.1
	GROUP EXEC.	32.7	4.9	37.6				
	NO IN POSITION: 10							
$ 206.0	WEIGHTED GROUP AVG:	$ 50.3	$ 6.6	$ 56.9				
$99.9	VICE PRESIDENT	$ 57.7	$ 0.0	$ 57.7				
TO					$ 56.6	$ 33.7	$ 42.3	$ 50.9
$50.0	DIV. V.P./MGR.	48.5	0.0	48.5				
	ASST. V.P./DIR	45.0	0.0	45.0		43.8	53.1	62.5
	DIV. V.P./MGR.				41.7	29.8	38.6	47.5
	VICE PRESIDENT	41.0	14.0	55.0				
	ASST. V.P./DIR	38.2	0.0	38.2				
	VICE PRESIDENT	37.5	0.0	37.5				
	MANAGER	36.2	6.3	42.5		34.4	43.1	51.7
	ASST. V.P./DIR	32.1	0.0	32.1		29.3	36.6	43.9
	MANAGER	28.5	2.7	31.2				
					28.0	22.9	28.5	34.1
	NO IN POSITION: 19							
$ 75.9	WEIGHTED GROUP AVG:	$ 38.9	$ 3.2	$ 42.1	$ 39.8			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

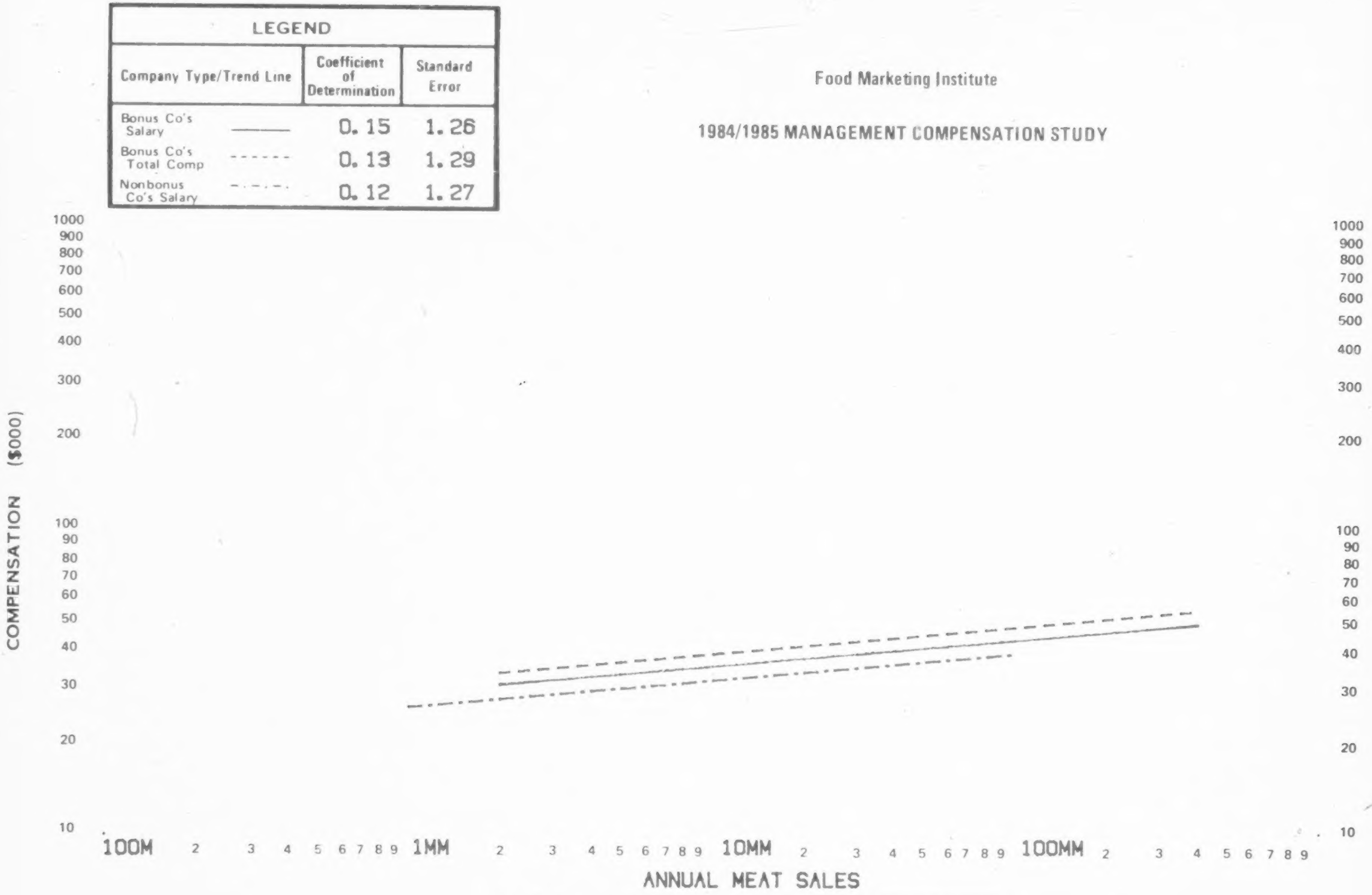
SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9		$ 55.4	$ 16.0	$ 71.4		$ 63.0	$ 79.0	$ 95.0
TO	REG. V.P./MGR.	50.4	10.0	60.4		40.5	50.4	62.4
$20.0	DIV. V.P./MGR.	50.0	0.0	50.0		32.8	40.9	49.1
	ASST. V.P./DIR				$ 46.1	23.6	29.5	35.4
		45.6	6.6	52.2		35.1	41.4	47.7
	ASST. V.P./DIR				41.2	35.3	40.5	46.0
		39.8	4.9	44.7		28.4	35.6	42.8
	ASST. V.P./DIR	37.5	9.3	46.8				
	ASST. V.P./DIR				35.5	30.3	37.0	43.8
	ASST. V.P./DIR	34.0	0.9	34.9				
		30.7	4.1	34.8		28.6	34.9	41.5
	GROUP EXEC.				30.0	25.0	30.0	35.0
	MANAGER				29.6	26.0	33.0	40.0
	MANAGER				26.7	20.7	27.6	34.5
	NO IN POSITION: 48							
$ 31.8	WEIGHTED GROUP AVG:	$ 43.5	$ 6.7	$ 50.2	$ 35.8			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$19.9					$ 47.3			
AND BELOW		$ 47.0	$ 2.1	$ 49.1		$ 31.1	$ 41.5	$ 51.9
	VICE PRESIDENT	46.6	7.0	53.6				
	VICE PRESIDENT				39.0	25.7	32.1	38.5
		38.1	2.6	40.7		35.1	41.4	47.7
					36.5	30.2	37.8	45.4
	GROUP EXEC.	36.0	4.0	40.0		30.0	35.0	45.0
	EXEC. V.P.	35.9	8.8	44.7				
	ASST. V.P./DIR	31.6	0.0	31.6				
	GROUP EXEC.	29.5	0.0	29.5				
					28.8			
	VICE PRESIDENT				27.3			
	DIST.MANAGER				27.1			
	GROUP EXEC.	26.5	3.3	29.8				
	GROUP EXEC.				25.5			
		25.0	2.0	27.0				
	NO IN POSITION: 69							
$ 14.5	WEIGHTED GROUP AVG:	$ 34.8	$ 3.0	$ 37.8	$ 28.3			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 56.2	$ 11.1	$ 67.3		$ 47.1	$ 58.8	$ 70.5
	DIV. V.P./MGR.	55.5	11.3	66.8				
	DIV. V.P./MGR.	50.4	8.6	59.0				
	VICE PRESIDENT	42.0	0.0	42.0		25.3	34.0	42.5
		40.0	0.0	40.0				
	VICE PRESIDENT				$ 38.0	30.0	38.1	46.2
	VICE PRESIDENT				33.9			
	DIST.MANAGER	33.1	8.3	41.4				
	VICE PRESIDENT				32.5			
	VICE PRESIDENT	31.5	2.5	34.0				
	ASST. V.P./DIR	27.2	0.8	28.0		19.8	25.3	30.8
					24.0			
	NO IN POSITION: 41							
	WEIGHTED GROUP AVG:	$ 39.3	$ 6.0	$ 45.3	$ 32.2			
	NO IN POSITION: 187							
$ 41.3	POSITION AVERAGE:	$ 40.6	$ 5.4	$ 46.0	$ 31.4			



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.15	1.26
Bonus Co's Total Comp	------	0.13	1.29
Nonbonus Co's Salary	-·-·-·	0.12	1.27

SURVEY POSITION #26 - MEAT MERCHANDISER

SURVEY POSITION 27 - PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

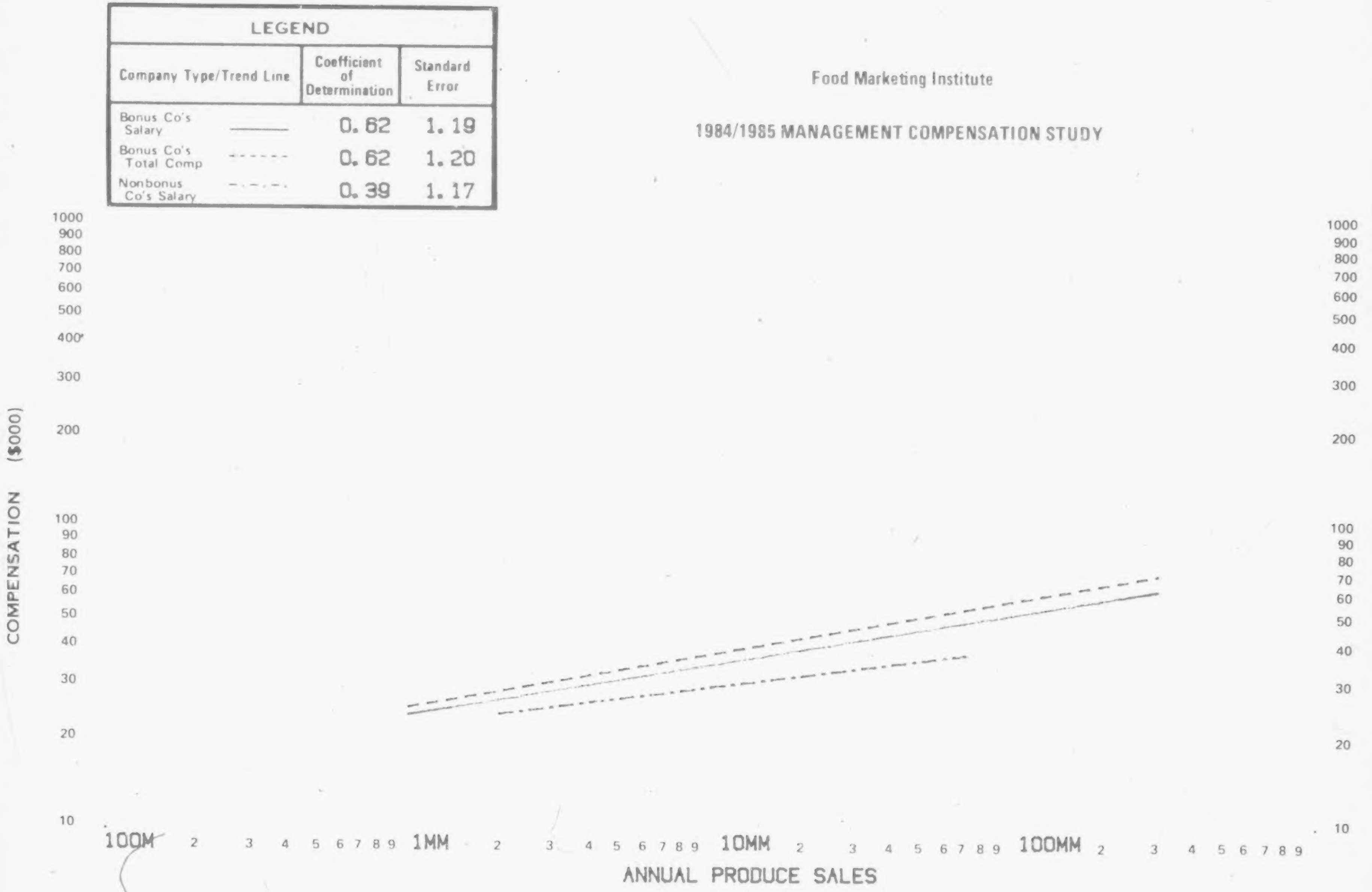
SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0	VICE PRESIDENT	$ 69.2	$ 0.0	$ 69.2				
AND ABOVE	VICE PRESIDENT	65.5	10.0	75.5		$ 49.5	$ 61.9	$ 74.2
		46.7	11.8	58.5				
	DIV. V.P./MGR.	45.3	8.0	53.3		38.6	47.4	56.1
	ASST. V.P./DIR	40.5	7.5	48.0		34.4	43.1	51.7
					$ 30.6	22.9	28.5	34.1
	GROUP EXEC.	27.8	4.2	32.0				
	NO IN POSITION: 14							
$ 91.5	WEIGHTED GROUP AVG:	$ 49.9	$ 6.7	$ 56.6	$ 30.6			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9	ASST. V.P./DIR	$ 51.4	$ 0.0	$ 51.4		$ 43.8	$ 53.1	$ 62.5
TO	VICE PRESIDENT	46.7	0.0	46.7				
$20.0	ASST. V.P./DIR	45.9	0.0	45.9				
	DIV. V.P./MGR.				$ 44.9	29.8	38.6	47.5
	DIV. V.P./MGR.	40.0	2.4	42.4		30.0	37.4	44.9
	ASST. V.P./DIR				40.0	35.3	40.5	46.0
		39.0	3.0	42.0		37.4	46.7	56.1
		38.9	4.0	42.9		29.9	38.2	47.7
	VICE PRESIDENT	37.5	0.0	37.5				
	ASST. V.P./DIR				35.8	23.6	29.5	35.4
	ASST. V.P./DIR	33.7	0.0	33.7		28.1	35.2	42.2
					32.5	28.4	33.3	38.2
	MANAGER				27.5			
	NO IN POSITION: 30							
$ 28.9	WEIGHTED GROUP AVG:	$ 39.9	$ 2.4	$ 42.3	$ 37.0			
$19.9	REG. V.P./MGR.	$ 49.4	$ 10.6	$ 60.0		$ 39.4	$ 49.4	$ 62.4
TO	VICE PRESIDENT	46.9	3.5	50.4				
$10.0	ASST. V.P./DIR	35.6	8.9	44.5				
	VICE PRESIDENT	35.0	10.0	45.0				
	ASST. V.P./DIR				$ 34.8	30.3	37.0	43.8
					32.9	30.2	37.8	45.4
	ASST. V.P./DIR	31.7	4.8	36.5		28.6	34.9	41.5
	GROUP EXEC.				30.0	25.0	30.0	35.0
	MANAGER				29.9	21.6	28.8	36.0
	ASST. V.P./DIR	29.4	0.0	29.4				
	MANAGER				28.3	26.0	31.6	37.2
	NO IN POSITION: 28							
$ 13.6	WEIGHTED GROUP AVG:	$ 39.1	$ 6.6	$ 45.7	$ 32.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$9.9	EXEC. V.P.	$ 41.6	$ 14.0	$ 55.6				
AND BELOW		41.0	5.6	46.6		$ 31.5	$ 37.1	$ 42.8
	VICE PRESIDENT				$ 39.3	21.6	27.0	32.4
	GROUP EXEC.	36.0	4.0	40.0		30.0	35.0	45.0
	GROUP EXEC.	31.0	0.0	31.0				
		30.0	0.0	30.0		28.3	37.8	47.2
	ASST. V.P./DIR				28.9			
	GROUP EXEC.	25.4	2.7	28.1		27.3	28.1	28.7
		25.0	2.0	27.0				
	GROUP EXEC.				24.5			
	C.O.O.	21.7	1.4	23.1		20.0	23.0	24.5
					21.5			
		------	------	------	------			
	NO IN POSITION: 51							
$ 4.6	WEIGHTED GROUP AVG:	$ 31.7	$ 3.7	$ 35.4	$ 25.0			
NO SCOPE	DIV. V.P./MGR.	$ 56.7	$ 8.9	$ 65.6		$ 47.1	$ 58.8	$ 70.5
REPORTED	DIV. V.P./MGR.	55.4	11.9	67.3				
	DIV. V.P./MGR.	49.3	10.1	59.4				
		45.2	0.0	45.2				
	VICE PRESIDENT	40.7	0.0	40.7		28.1	37.3	46.5
	VICE PRESIDENT				$ 38.2	30.0	38.1	46.2
	ASST. V.P./DIR				35.1			
	VICE PRESIDENT	31.5	2.5	34.0				
	VICE PRESIDENT				31.4			
	DIST.MANAGER	30.8	7.7	38.5				
	VICE PRESIDENT				27.4			
	ASST. V.P./DIR	25.1	0.6	25.7		19.8	25.3	30.8
					24.0			
		------	------	------	------			
	NO IN POSITION: 42							
	WEIGHTED GROUP AVG:	$ 38.6	$ 6.2	$ 44.8	$ 31.2			
	NO IN POSITION: 165							
$ 22.5	POSITION AVERAGE:	$ 39.5	$ 5.2	$ 44.7	$ 29.3			



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.62	1.19
Bonus Co's Total Comp	- - - - - -	0.62	1.20
Nonbonus Co's Salary	—.—.—.	0.39	1.17

SURVEY POSITION #27 - PRODUCE MERCHANDISER

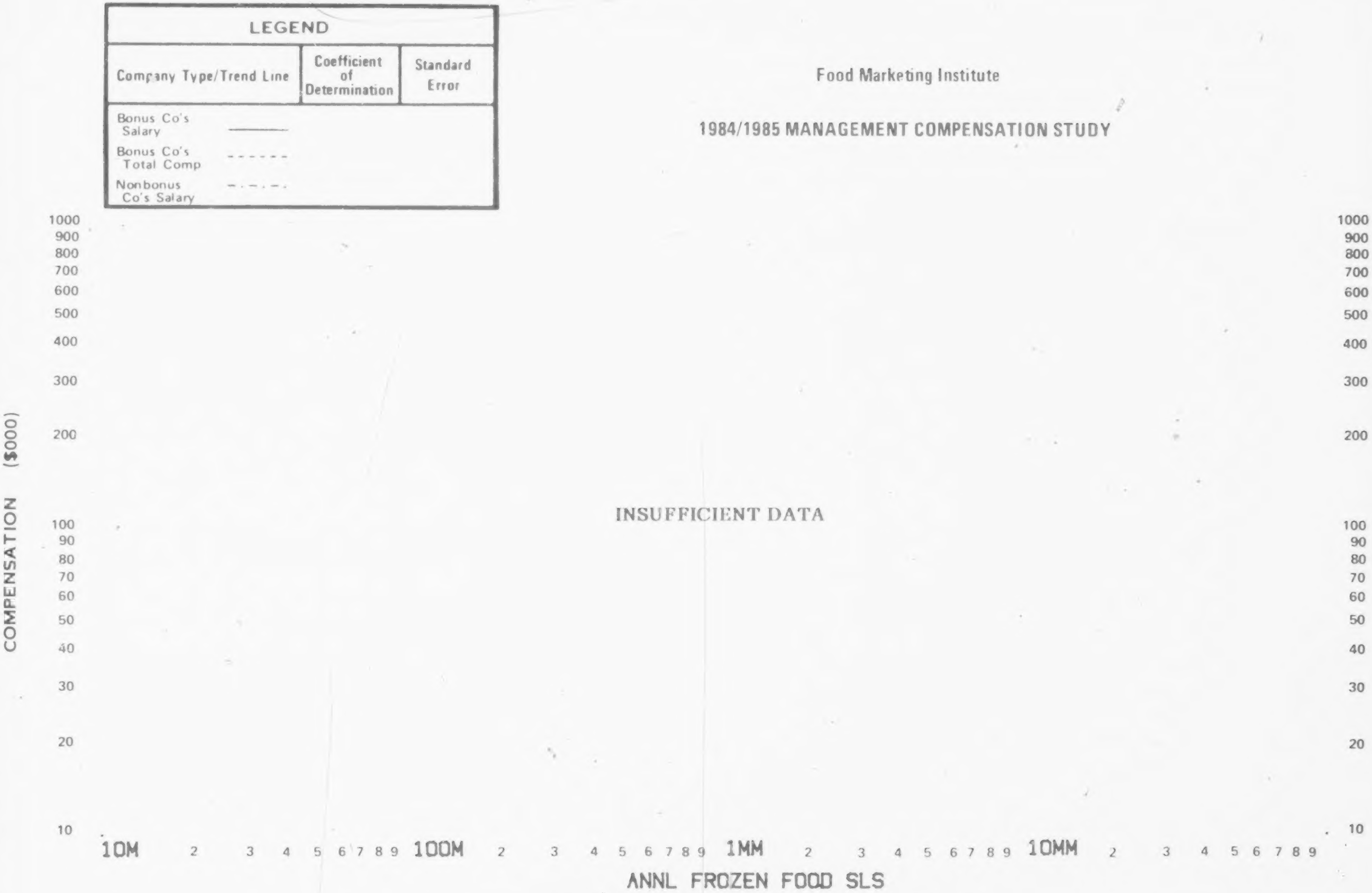
FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS
MERCHANDISER

Responsible for developing and carrying out merchandising programs for frozen food products among an assigned number of stores. Determines the type of frozen food items, quality, grades and brands. Recommends retail prices on frozen food items as appropriate. Coordinates the purchase of frozen food products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$80.0		$ 36.0	$ 0.0	$ 36.0				
AND BELOW	GROUP EXEC.				$ 35.0	$ 25.0	$ 30.0	$ 35.0
	VICE PRESIDENT	34.4	0.0	34.4				
		33.4	1.6	35.0		25.9	34.5	43.1
	DIV. V.P./MGR.				33.0	25.5	31.9	38.3
	ASST. V.P./DIR	31.5	10.0	41.5				
	ASST. V.P./DIR				28.0			
	MANAGER				27.8	23.1	28.8	34.3
	MANAGER				26.5	22.7	30.3	37.9
	NO IN POSITION: 14							
$ 24.6	WEIGHTED GROUP AVG:	$ 33.6	$ 2.3	$ 35.9	$ 29.5			
NO SCOPE	VICE PRESIDENT	$ 48.8	$ 3.7	$ 52.5				
REPORTED		42.5	13.0	55.5		$ 36.4	$ 45.5	$ 54.7
		37.0	7.0	44.0				
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 42.8	$ 7.9	$ 50.7				
	NO IN POSITION: 17							
$ 24.6	POSITION AVERAGE:	$ 36.1	$ 3.8	$ 39.9	$ 29.5			

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY

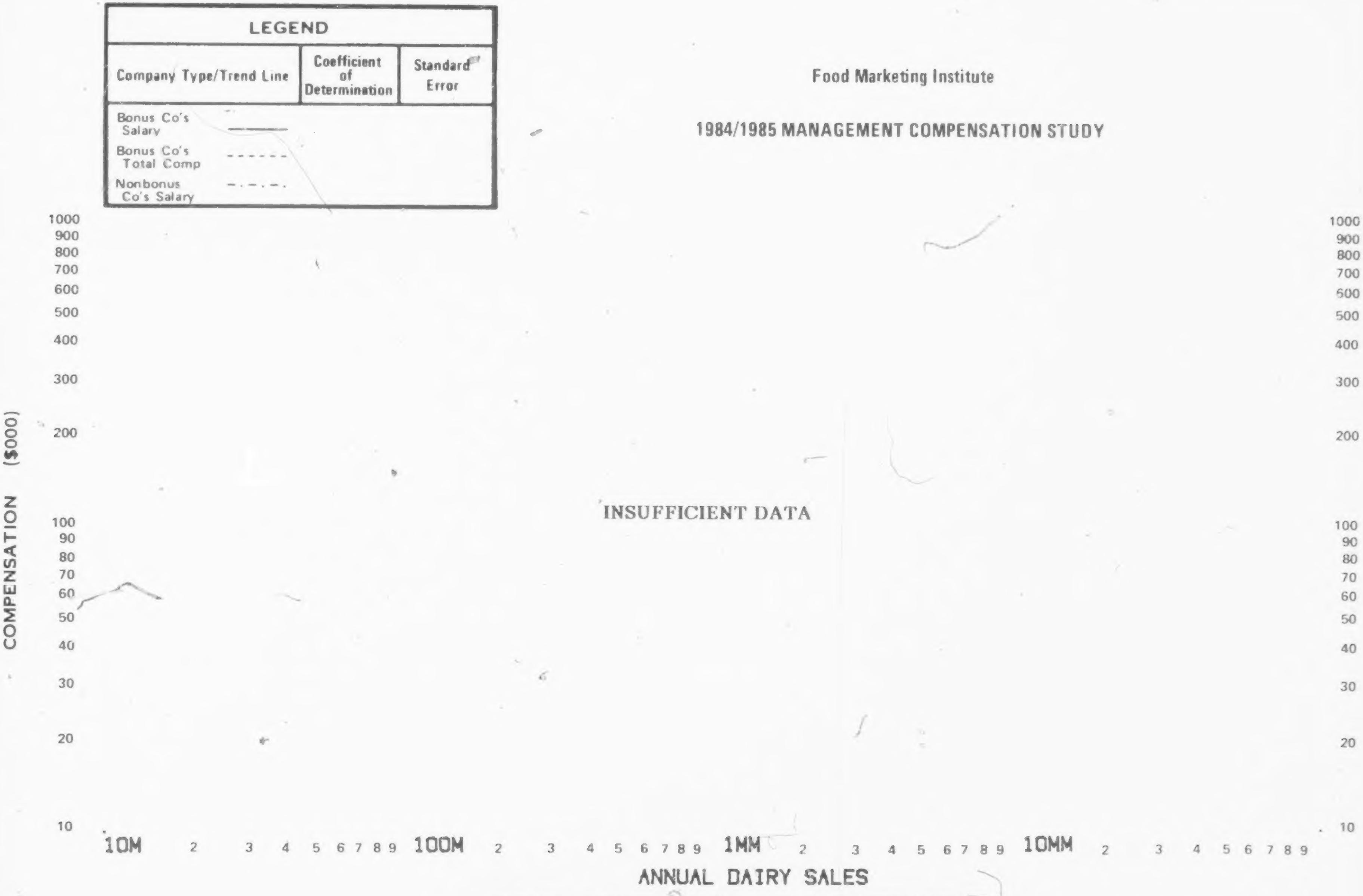


SURVEY POSITION #28 - FROZEN FOODS
MERCHANDISER

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

Responsible for developing and carrying out merchandising programs for dairy products among an assigned number of stores. Determines the type of dairy items, quality, grades and brands. Recommends retail prices on dairy items as appropriate. Coordinates the purchase of dairy products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL DAIRY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0					$ 52.7	$ 33.7	$ 42.3	$ 50.9
AND BELOW	ASST. V.P./DIR				52.4	37.2	48.5	59.6
	DIV. V.P./MGR.	$ 48.3	$ 2.9	$ 51.2		25.7	32.1	38.6
	GROUP EXEC.				36.6	25.0	30.0	40.0
	ASST. V.P./DIR	30.0	24.0	54.0				
	DIV. V.P./MGR.	29.7	0.0	29.7				
	MANAGER				29.6	25.0	33.3	41.6
	ASST. V.P./DIR				29.0			
	DIV. V.P./MGR.	27.0	1.0	28.0				
	GROUP EXEC.				21.8			
	NO IN POSITION: 15							
$ 35.0	WEIGHTED GROUP AVG:	$ 33.8	$ 6.9	$ 40.7	$ 30.1			
NO SCOPE	VICE PRESIDENT	$ 65.5	$ 10.0	$ 75.5		$ 49.5	$ 61.9	$ 74.2
REPORTED		42.5	13.0	55.5		36.4	45.5	54.7
	VICE PRESIDENT	41.6	0.0	41.6		37.8	49.1	60.4
		40.5	0.0	40.5				
	VICE PRESIDENT	36.0	0.0	36.0		25.3	34.0	42.5
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 43.4	$ 2.8	$ 46.3				
	NO IN POSITION: 23							
$ 35.0	POSITION AVERAGE:	$ 40.2	$ 4.3	$ 44.5	$ 30.1			



SURVEY POSITION #29 - DAIRY MERCHANDISER

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL NONFOOD SALES ($MIL.)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0	DIV. V.P./MGR.	$ 51.5	$ 7.2	$ 58.7				
AND ABOVE	DIV. V.P./MGR.				$ 43.9	$ 29.8	$ 38.6	$ 47.5
	DIV. V.P./MGR.	41.3	5.4	46.7		38.6	47.4	56.1
	ASST. V.P./DIR	40.6	6.7	47.3		34.4	43.1	51.7
		33.8	7.7	41.5				
	NO IN POSITION: 8							
$ 141.3	WEIGHTED GROUP AVG:	$ 41.3	$ 6.7	$ 48.0	$ 43.9			
$49.9	VICE PRESIDENT	$ 68.4	$ 0.0	$ 68.4				
TO	REG. V.P./MGR.	40.2	15.2	55.4		$ 35.3	$ 40.2	$ 46.8
$10.0	ASST. V.P./DIR	39.5	0.0	39.5		35.6	42.7	49.8
	VICE PRESIDENT	39.4	13.0	52.4				
	ASST. V.P./DIR	36.0	0.0	36.0		28.1	35.2	42.2
	DIV. V.P./MGR.	30.6	0.0	30.6				
	ASST. V.P./DIR				$ 29.5	28.6	34.9	41.5
	MANAGER				29.2	22.7	30.3	37.9
	NO IN POSITION: 23							
$ 23.8	WEIGHTED GROUP AVG:	$ 46.9	$ 7.4	$ 54.4	$ 29.3			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$9.9	VICE PRESIDENT	$ 43.6	$ 3.2	$ 46.8				
TO					$ 31.6	$ 27.6	$ 34.5	$ 41.4
$5.0	ASST. V.P./DIR				27.9			
	VICE PRESIDENT				26.0	19.4	24.3	29.2
	DIV. V.P./MGR.	25.6	0.5	26.1				
	ASST. V.P./DIR				17.6			
	NO IN POSITION: 10							
$ 7.9	WEIGHTED GROUP AVG:	$ 31.6	$ 1.4	$ 33.0	$ 27.7			
$4.9		$ 33.8	$ 1.7	$ 35.5		$ 28.3	$ 37.8	$ 47.2
AND BELOW	GROUP EXEC.				$ 31.9	25.0	30.0	35.0
	EXEC. V.P.	28.1	0.0	28.1				
		25.0	2.0	27.0				
	MANAGER				23.0	16.9	24.2	31.5
	GROUP EXEC.				11.4			
	NO IN POSITION: 405							
$ 0.8	WEIGHTED GROUP AVG:	$ 31.7	$ 1.5	$ 33.2	$ 13.1			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

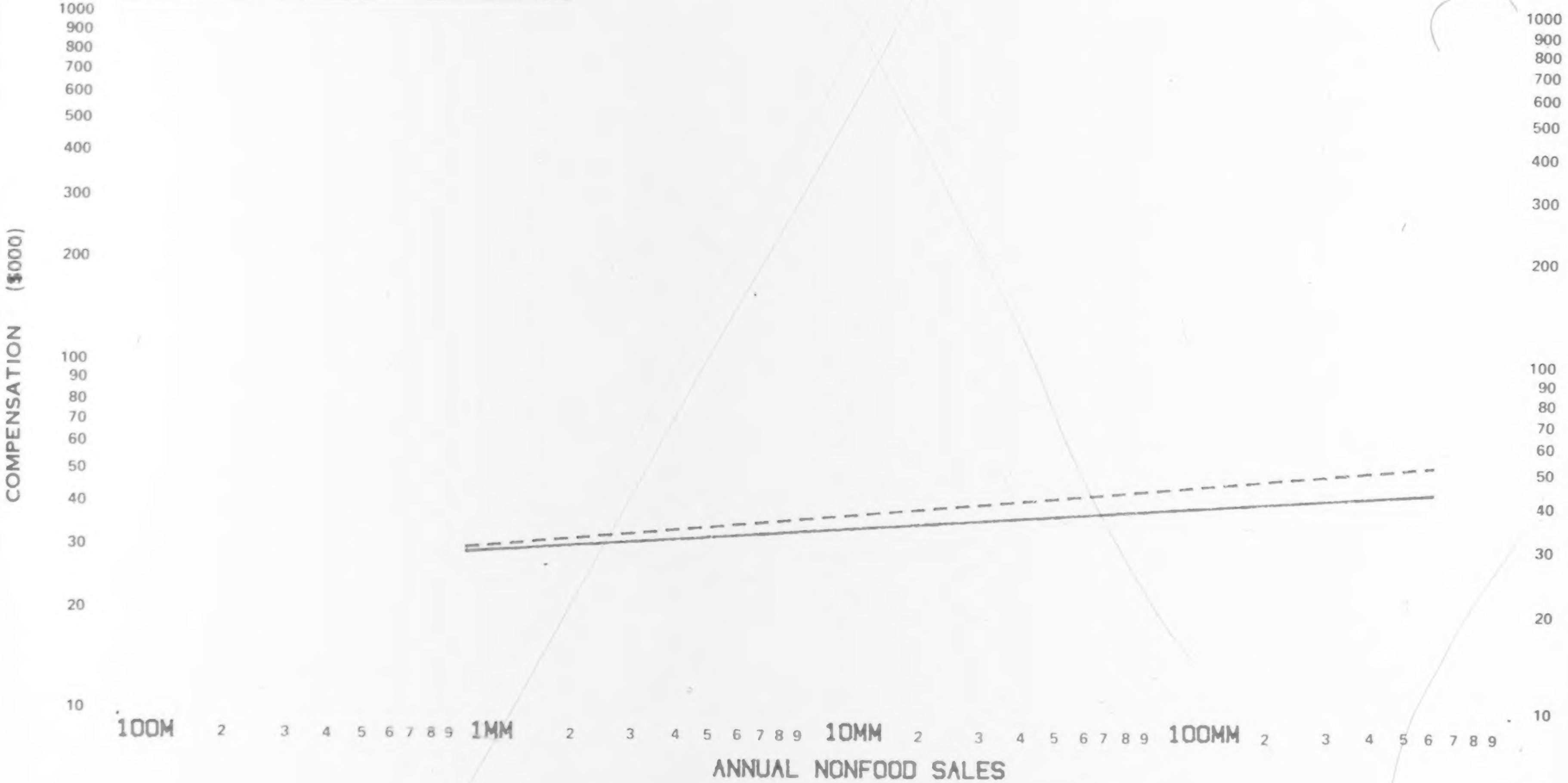
SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 58.5	$ 12.9	$ 71.4		$ 47.1	$ 58.8	$ 70.5
	VICE PRESIDENT	54.1	13.5	67.6		37.8	49.1	60.4
		53.5	0.0	53.5				
	DIV. V.P./MGR.	48.4	9.5	57.9		47.1	58.6	70.5
	DIV. V.P./MGR.	48.1	11.2	59.3		47.1	58.8	705.0
	VICE PRESIDENT				$ 39.1	30.0	38.1	46.2
	ASST. V.P./DIR				33.9			
		31.9	7.0	38.9				
					27.4	19.9	27.4	35.0
	ASST. V.P./DIR				19.1	16.2	20.8	25.3
	NO IN POSITION: 23							
	WEIGHTED GROUP AVG:	$ 48.6	$ 9.8	$ 58.4	$ 25.7			
	NO IN POSITION: 469							
$ 4.6	POSITION AVERAGE:	$ 43.4	$ 6.7	$ 50.1	$ 13.9			

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.24	1.21
Bonus Co's Total Comp	- - - - - -	0.26	1.27
Nonbonus Co's Salary	-.-.-.-.		



SURVEY POSITION #30 - NONFOOD MERCHANDISER

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND ABOVE	DIV. V.P./MGR.	$ 49.9	$ 8.9	$ 58.8		$ 34.8	$ 43.0	$ 51.2
	ASST. V.P./DIR				$ 40.0	35.3	40.5	46.0
		39.2	0.0	39.2				
	VICE PRESIDENT	36.4	0.0	36.4				
	MANAGER	36.0	4.8	40.8		30.7	38.4	46.1
		35.3	7.8	43.1				
	MANAGER	33.9	0.6	34.5		31.3	38.4	44.5
					32.9	25.5	31.4	37.2
	MANAGER				32.1	26.0	33.0	40.0
	NO IN POSITION: 44							
$ 173.5	WEIGHTED GROUP AVG:	$ 35.9	$ 5.0	$ 40.9	$ 35.1			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

SCORE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$99.9	DIV. V.P./MGR.	$ 37.5	$ 0.0	$ 37.5				
TO		37.3	4.0	41.3		$ 31.5	$ 37.1	$ 42.8
$50.0	GROUP EXEC.	36.0	4.0	40.0		30.0	35.0	45.0
					$ 35.3	30.2	37.8	45.4
	VICE PRESIDENT	33.7	0.3	34.0				
	ASST. V.P./DIR				33.6	26.6	33.2	39.8
	VICE PRESIDENT				33.4	31.2	38.2	45.2
	VICE PRESIDENT				32.2			
	VICE PRESIDENT				30.4			
	GROUP EXEC.				28.9			
	VICE PRESIDENT	28.0	5.6	33.6				
	ASST. V.P./DIR	26.7	0.0	26.7		25.6	28.8	32.9
	MANAGER	25.6	3.9	29.5				
	GROUP EXEC.	23.0	1.6	24.6				
	EXEC. V.P.				19.2			
	NO IN POSITION: 56							
$ 71.4	WEIGHTED GROUP AVG:	$ 31.3	$ 2.1	$ 33.4	$ 32.7			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

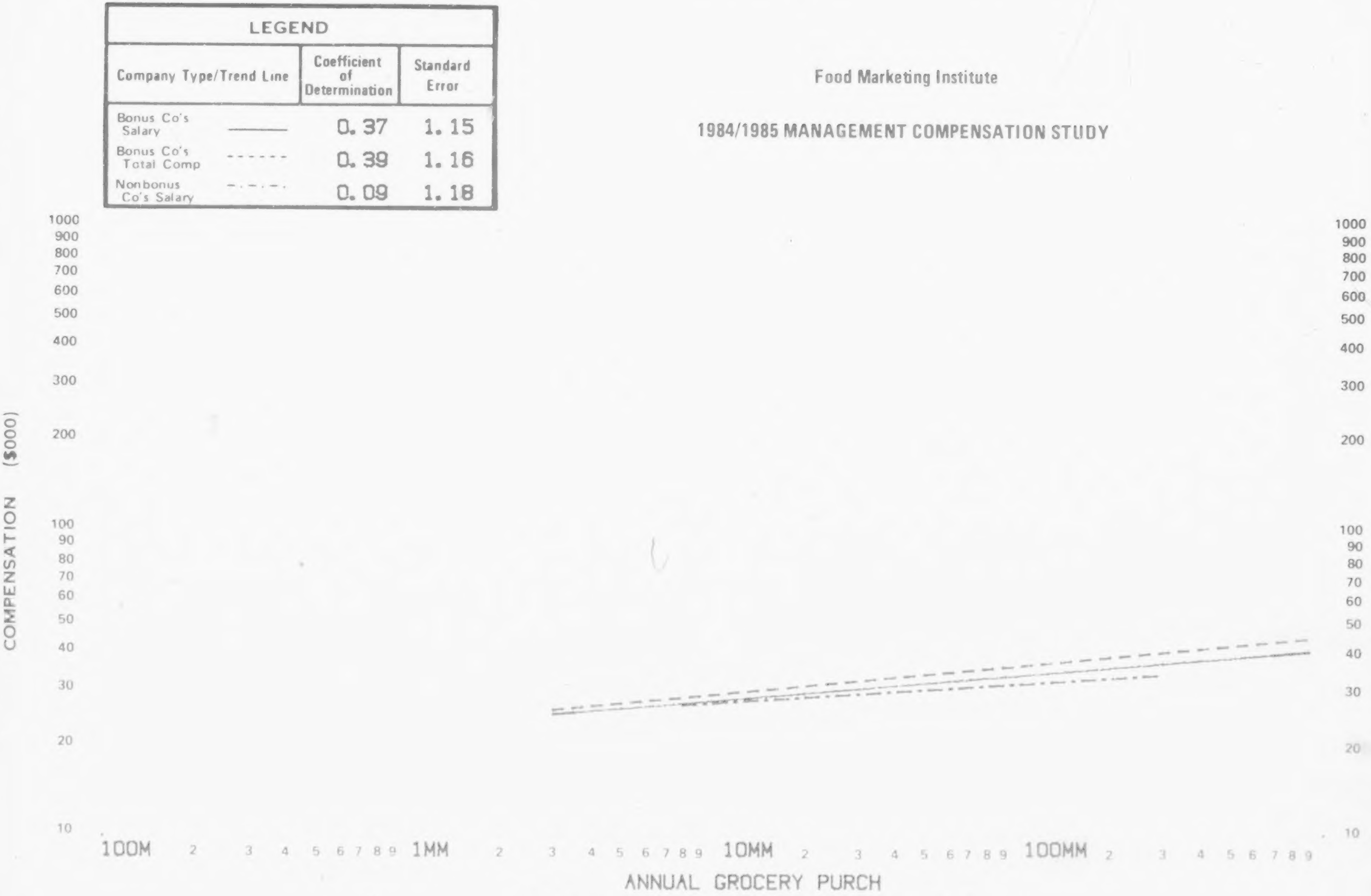
SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9 AND BELOW	ASST. V.P./DIR	$ 33.2	$ 0.0	$ 33.2		$ 27.6	$ 34.5	$ 41.4
	MANAGER	32.1	5.4	37.5		28.0	32.6	37.2
	DIV. V.P./MGR.	31.7	1.9	33.6		25.3	31.6	37.9
		31.6	1.0	32.6		23.8	31.8	39.7
	ASST. V.P./DIR	31.3	0.0	31.3				
	C.O.O.	30.5	0.0	30.5		25.3	29.5	33.7
	ASST. V.P./DIR				$ 29.2			
	MANAGER				29.0	21.2	26.5	31.7
	MANAGER				27.8	25.3	38.6	51.8
	VICE PRESIDENT	27.5	1.5	29.0		19.1	28.5	37.8
	GROUP EXEC.	27.0	1.3	28.3				
	GROUP EXEC.	26.0	1.7	27.7		22.0	26.0	29.5
	EXEC. V.P.				26.0			
	NO IN POSITION: 129							
$ 16.5	WEIGHTED GROUP AVG:	$ 28.9	$ 1.4	$ 30.3	$ 28.1			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL.)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 44.7	$ 3.3	$ 48.0				
	REG. V.P./MGR.	42.4	28.5	70.9		$ 38.6	$ 42.4	$ 46.3
	ASST. V.P./DIR				$ 41.3			
	DIV. V.P./MGR.				40.9	27.0	33.8	40.6
	MANAGER				40.1	31.5	39.5	47.4
		40.0	9.0	49.0		38.1	44.8	53.8
	MANAGER				37.8	31.5	39.5	47.4
	ASST. V.P./DIR				36.9	31.9	38.3	44.6
	MANAGER				36.6	31.5	39.5	47.4
	VICE PRESIDENT				36.5	26.7	36.7	46.7
	VICE PRESIDENT				36.3			
	ASST. V.P./DIR				35.5	30.3	37.0	43.8
	GROUP EXEC.	34.5	8.6	43.1				
		34.2	0.0	34.2				
	VICE PRESIDENT				30.4	27.2	34.4	41.6
	VICE PRESIDENT	30.0	4.5	34.5				
	ASST. V.P./DIR	29.7	6.1	35.8		21.3	26.6	32.7
		28.6	0.0	28.6		22.1	30.5	39.0
	VICE PRESIDENT	28.0	2.0	30.0				
					28.0			
					27.8	22.9	28.5	34.1
	ASST. V.P./DIR	27.4	1.6	29.0		23.4	29.9	36.3
	ASST. V.P./DIR	27.0	0.0	27.0		19.7	24.6	29.6
		26.3	6.0	32.3				
					24.9			
					21.5			
	VICE PRESIDENT				18.6			
	NO IN POSITION: 112							
	WEIGHTED GROUP AVG:	$ 30.6	$ 5.1	$ 35.7	$ 34.1			
	NO IN POSITION: 341							
$ 60.1	POSITION AVERAGE:	$ 30.9	$ 3.0	$ 33.9	$ 32.1			

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #31 - GROCERY BUYER

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

Responsible for procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

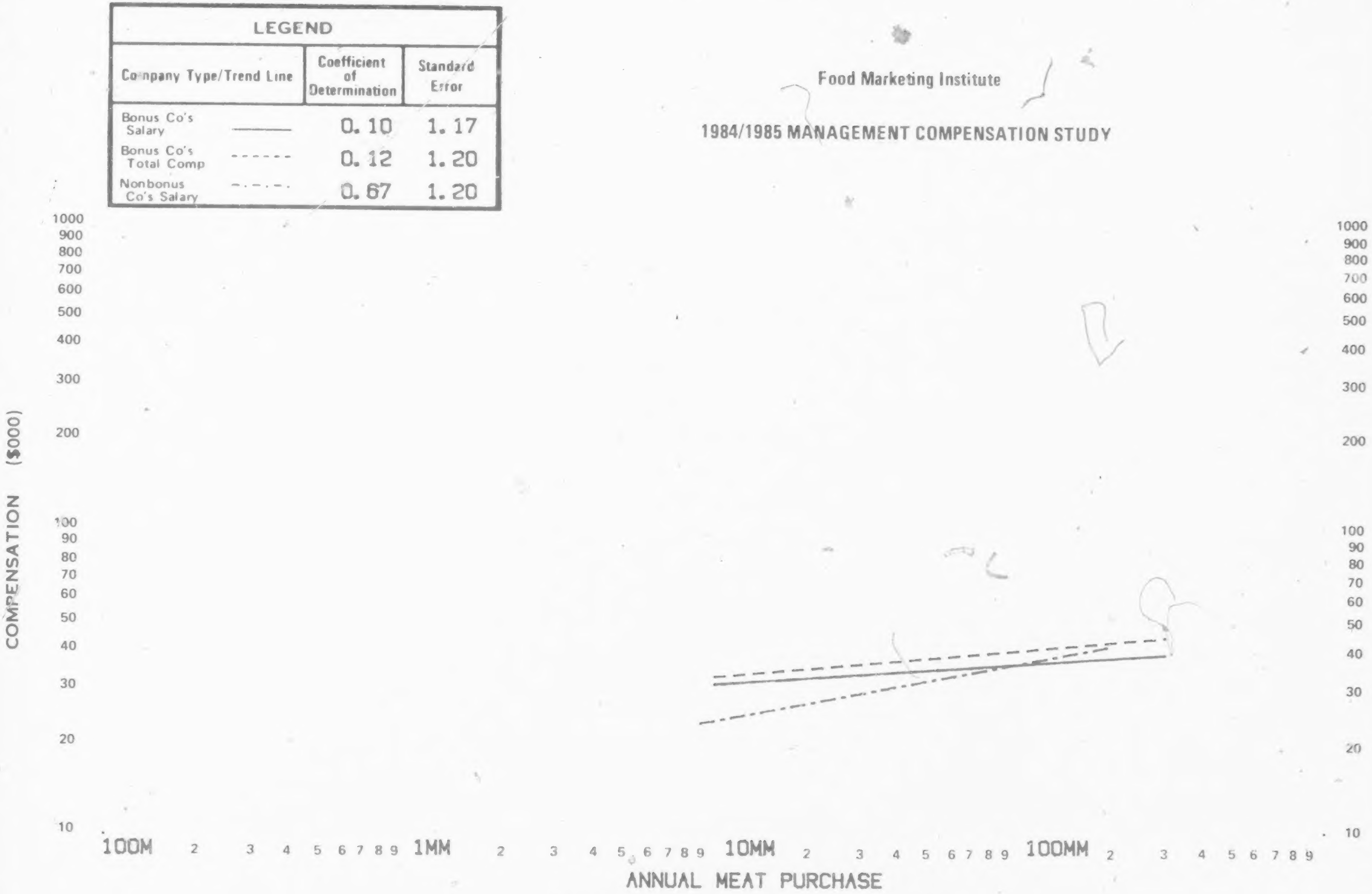
SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$75.0 AND ABOVE	DIV. V.P./MGR.	$ 45.2	$ 7.4	$ 52.6		$ 34.8	$ 43.0	$ 51.2
	ASST. V.P./DIR				$ 41.0	35.3	40.5	46.0
					40.4	27.4	33.9	40.3
	MANAGER	38.8	0.7	39.5		31.3	38.4	44.5
	ASST. V.P./DIR				37.1	31.2	38.2	45.2
	VICE PRESIDENT	37.0	10.6	47.6				
	MANAGER	28.0	2.7	30.7		27.1	33.8	40.6
	NO IN POSITION: 9							
$ 126.4	WEIGHTED GROUP AVG:	$ 35.4	$ 4.8	$ 40.2	$ 39.9			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$74.9	VICE PRESIDENT	$ 42.0	$ 0.0	$ 42.0				
TO		40.1	5.0	45.1		$ 31.5	$ 37.1	$ 42.8
$25.0					$ 36.1	30.2	37.8	45.4
	ASST. V.P./DIR	33.7	0.0	33.7		31.1	38.8	46.6
	DIV. V.P./MGR.	33.1	0.0	33.1				
	MANAGER				32.3	26.0	33.0	40.0
	MANAGER	31.3	3.0	34.3		31.1	33.7	36.2
	MANAGER	30.9	10.0	40.9				
	ASST. V.P./DIR	28.7	0.0	28.7		29.4	34.4	40.3
	VICE PRESIDENT	28.7	1.5	30.2		21.8	26.9	31.9
	ASST. V.P./DIR				27.0	26.6	33.2	39.8
	MANAGER				24.3	21.2	26.5	31.7
	GROUP EXEC.				23.4			
	NO IN POSITION: 36							
$ 42.9	WEIGHTED GROUP AVG:	$ 33.8	$ 2.4	$ 36.2	$ 26.6			
$24.9	DIV. V.P./MGR.	$ 42.5	$ 2.5	$ 45.0		$ 30.0	$ 37.4	$ 44.9
AND BELOW	CEO/PRESIDENT	33.8	7.8	41.6		27.5	32.1	36.7
	ASST. V.P./DIR				$ 29.2			
	GROUP EXEC.	29.0	2.0	31.0				
	MANAGER				27.5	25.3	30.3	35.3
	EXEC. V.P.				15.0			
	NO IN POSITION: 16							
$ 12.2	WEIGHTED GROUP AVG:	$ 35.1	$ 4.1	$ 39.2	$ 26.8			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE REPORTED	REG. V.P./MGR.	$ 49.4	$ 20.8	$ 70.2		$ 48.4	$ 49.4	$ 50.4
	ASST. V.P./DIR				$ 46.8			
	ASST. V.P./DIR				41.8	27.3	32.8	38.3
	ASST. V.P./DIR				40.8	30.3	37.0	43.8
	MANAGER	40.4	2.8	43.2		31.5	39.5	47.4
	VICE PRESIDENT	40.0	6.0	46.0				
	MANAGER	39.6	5.0	44.6		31.5	39.5	47.4
		39.0	7.0	46.0				
	MANAGER	38.8	6.5	45.3		31.5	39.5	47.4
		38.2	0.0	38.2				
	DIV. V.P./MGR.				37.1	27.0	33.8	40.6
	VICE PRESIDENT				36.1	26.7	36.7	46.7
	VICE PRESIDENT				35.0	27.2	34.4	41.6
	VICE PRESIDENT				33.0			
					33.0			
					29.5			
	VICE PRESIDENT	28.0	2.0	30.0				
	VICE PRESIDENT				26.9			
	ASST. V.P./DIR	25.6	0.8	26.4		23.4	29.9	36.3
	ASST. V.P./DIR	25.0	0.0	25.0		19.7	24.6	29.6
					24.0	22.9	28.5	34.1
					23.0			
	NO IN POSITION: 52							
	WEIGHTED GROUP AVG:	$ 36.7	$ 6.0	$ 42.7	$ 33.0			
	NO IN POSITION: 113							
$ 47.1	POSITION AVERAGE:	$ 35.6	$ 4.7	$ 40.3	$ 29.9			



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.10	1.17
Bonus Co's Total Comp	------	0.12	1.20
Nonbonus Co's Salary	-.-.-.-	0.67	1.20

SURVEY POSITION #32 - MEAT BUYER

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

Responsible for procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

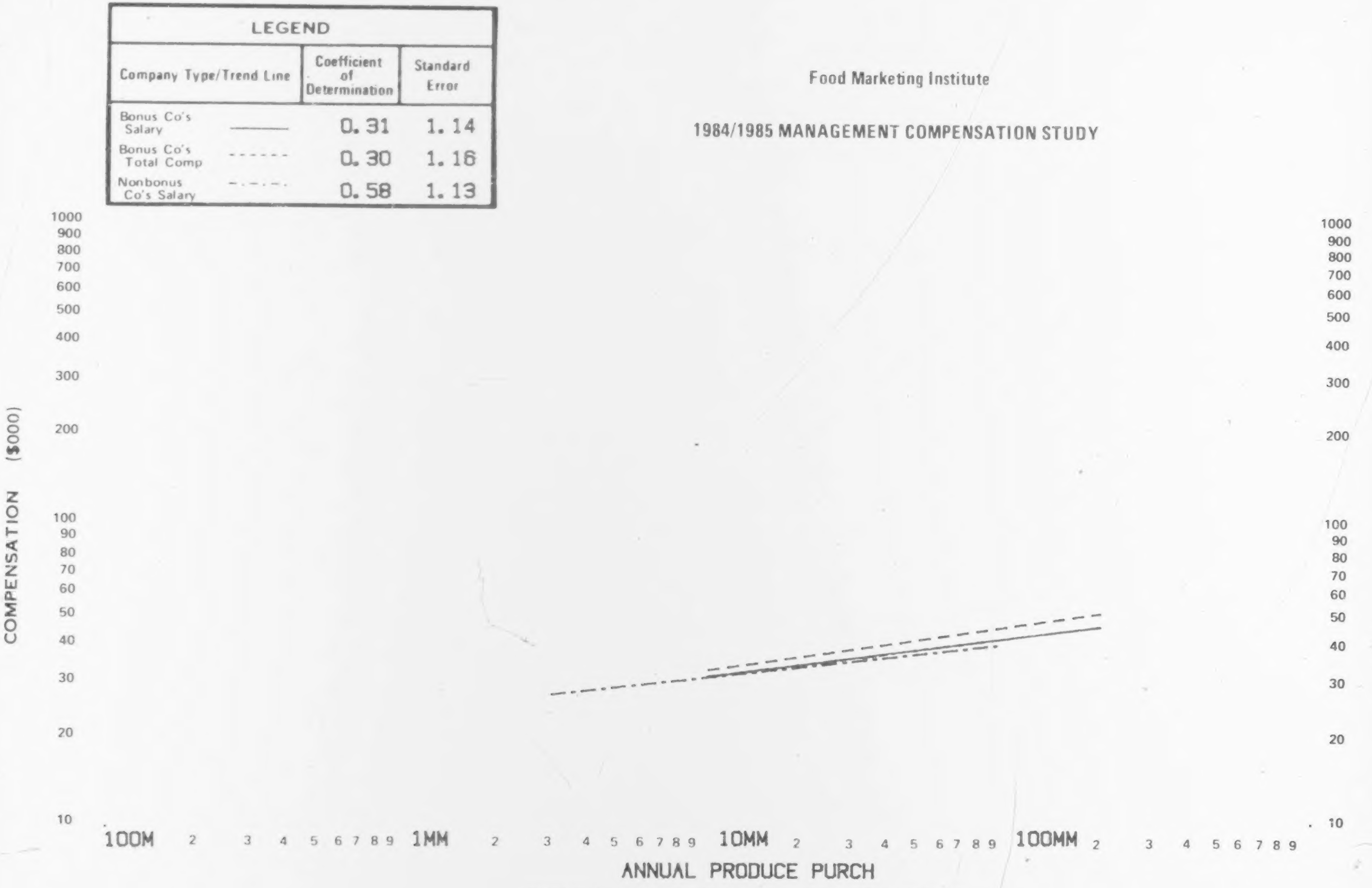
SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$25.0 AND ABOVE	DIV. V.P./MGR.	$ 45.3	$ 7.4	$ 52.7		$ 34.8	$ 43.0	$ 51.2
	ASST. V.P./DIR	44.2	2.5	46.7				
	MANAGER	43.4	0.7	44.1		31.3	38.4	44.5
	ASST. V.P./DIR				$ 43.0	35.3	40.5	46.0
		42.7	5.5	48.2		31.5	37.1	42.8
					39.5	25.5	31.4	37.2
	MANAGER	36.2	4.4	40.6		30.7	38.4	46.1
	VICE PRESIDENT				36.0	31.2	33.2	45.2
	ASST. V.P./DIR				32.7	26.6	33.2	39.6
	ASST. V.P./DIR	30.3	0.0	30.3		29.4	34.4	40.2
	ASST. V.P./DIR	30.0	1.4	31.4		19.1	22.7	26.3
	MANAGER	29.6	3.5	33.1				
	NO IN POSITION: 15							
$ 50.0	WEIGHTED GROUP AVG:	$ 38.1	$ 3.5	$ 41.6	$ 38.1			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH ? ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$24.9	ASST. V.P./DIR	$ 37.5	$ 0.0	$ 37.5		$ 31.1	$ 38.8	$ 46.6
AND BELOW	VICE PRESIDENT	37.5	5.8	43.3				
	VICE PRESIDENT	35.0	0.0	35.0				
					$ 34.6	30.2	37.8	45.4
		34.5	0.0	34.5		32.2	38.9	45.6
	DIV. V.P./MGR.	33.7	0.0	33.7				
	DIV. V.P./MGR.	33.6	2.0	35.6		28.0	34.9	41.9
	CEO/PRESIDENT	32.1	7.8	39.9		27.5	32.1	36.7
	MANAGER				30.2	26.0	33.0	40.0
	MANAGER				29.2	22.3	34.1	45.8
	ASST. V.P./DIR				28.9			
	MANAGER	27.3	1.9	29.2		21.8	27.9	33.9
	EXEC. V.P.				27.2			
	GROUP EXEC.				26.2			
	MANAGER				23.8	19.5	24.4	29.3
	NO IN POSITION: 48							
$ 10.5	WEIGHTED GROUP AVG:	$ 33.1	$ 1.8	$ 34.9	$ 28.6			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE		$ 54.0	$ 5.0	$ 59.0		$ 40.8	$ 51.0	$ 61.2
REPORTED	ASST. V.P./DIR				$ 47.6	29.5	35.4	41.3
	MANAGER	37.7	5.3	43.0		31.5	39.5	47.4
	ASST. V.P./DIR				37.6			
	VICE PRESIDENT				37.6	26.7	36.7	46.7
	DIV. V.P./MGR.				37.1	27.0	33.8	40.6
	MANAGER	36.6	4.2	40.8		31.5	39.5	47.4
		35.9	7.0	42.9				
	ASST. V.P./DIR				34.9	30.3	37.0	43.8
	VICE PRESIDENT	34.0	5.1	39.1				
	MANAGER	33.9	2.5	36.4		31.5	39.5	47.4
					33.8			
	VICE PRESIDENT				33.0	29.3	37.2	45.0
	ASST. V.P./DIR	31.5	0.0	31.5		21.3	26.9	32.4
	MANAGER				31.4	24.4	32.5	40.6
	REG. V.P./MGR.	30.9	11.8	42.7		27.0	32.5	38.0
	ASST. V.P./DIR	28.3	0.9	29.2		23.4	29.9	36.3
					28.0	21.6	26.9	32.2
	VICE PRESIDENT	28.0	2.0	30.0				
					27.6			
					23.0			
	VICE PRESIDENT				22.2			
	NO IN POSITION: 52							
	WEIGHTED GROUP AVG:	$ 34.0	$ 5.2	$ 39.2	$ 31.6			
	NO IN POSITION: 115							
$ 19.9	POSITION AVERAGE:	$ 34.6	$ 4.0	$ 38.6	$ 30.4			



SURVEY POSITION #33 - PRODUCE BUYER

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - FROZEN FOODS BUYER

Responsible for procurement and buying activities of assigned frozen food products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$150.0	ASST. V.P./DIR				$ 46.0	$ 35.3	$ 40.5	$ 46.0
AND BELOW					38.5	25.1	30.8	36.5
	MANAGER	$ 35.0	$ 3.3	$ 38.3				
	VICE PRESIDENT	34.0	1.0	35.0				
	VICE PRESIDENT				31.1	28.6	34.9	41.5
	VICE PRESIDENT	28.5	4.3	32.8				
	MANAGER				26.5	26.0	33.0	40.0
	ASST. V.P./DIR	26.0	1.5	27.5		20.7	24.7	28.7
	ASST. V.P./DIR				26.0			
	DIV. V.P./MGR.	25.7	0.0	25.7				
	MANAGER				22.0	21.2	26.5	31.7
	EXEC. V.P.				15.6			
	NO IN POSITION: 12							
$ 40.7	WEIGHTED GROUP AVG:	$ 29.8	$ 2.1	$ 31.9	$ 29.4			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - FROZEN FOODS BUYER

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE	ASST. V.P./DIR				$ 48.3	$ 37.2	$ 46.5	$ 55.8
REPORTED	ASST. V.P./DIR				41.2			
	VICE PRESIDENT				41.1	30.1	38.4	46.7
	ASST. V.P./DIR				39.8	26.6	33.2	39.8
	ASST. V.P./DIR				31.5	30.3	37.0	43.6
	ASST. V.P./DIR	$ 29.0	$ 0.0	$ 29.0		26.6	29.8	32.9
	ASST. V.P./DIR	27.7	1.7	29.4		23.4	29.9	36.3
	VICE PRESIDENT	26.7	4.0	30.7				
	ASST. V.P./DIR	26.5	0.0	26.4		19.7	24.6	29.6
		26.3	6.0	32.3				
					24.0			
	VICE PRESIDENT				23.0			
	VICE PRESIDENT				18.9			
	NO IN POSITION: 16							
	WEIGHTED GROUP AVG:	$ 27.3	$ 2.4	$ 29.7	$ 33.5			
	NO IN POSITION: 28							
$ 40.7	POSITION AVERAGE:	$ 28.3	$ 2.2	$ 30.5	$ 31.6			

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY

SURVEY POSITION #34 - FROZEN FOODS BUYER

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - DAIRY BUYER

Responsible for procurement and buying activities of assigned dairy products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL DAIRY PURCH. ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$70.0	EXEC. V.P.	$ 73.5	$ 35.7	$109.2				
AND BELOW	DIV. V.P./MGR.	40.0	2.4	42.4		$ 22.9	$ 28.7	$ 34.4
					$ 34.5	25.5	31.4	37.2
	VICE PRESIDENT				31.1	28.6	34.9	41.5
	VICE PRESIDENT	29.6	0.7	30.3				
	MANAGER				26.8	21.2	26.5	31.7
	ASST. V.P./DIR	25.1	1.3	26.4		20.7	24.7	28.7
	GROUP EXEC.	24.6	1.7	26.3				
	NO IN POSITION: 9							
$ 22.8	WEIGHTED GROUP AVG:	$ 36.3	$ 7.2	$ 43.5	$ 30.8			
NO SCOPE		$ 60.0	$ 0.0	$ 60.0				
REPORTED	ASST. V.P./DIR				$ 41.2			
	ASST. V.P./DIR				39.8	$ 26.6	$ 33.2	$ 39.8
	VICE PRESIDENT	37.8	5.7	43.5				
	ASST. V.P./DIR				35.6	27.3	32.8	38.3
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 48.9	$ 2.9	$ 51.8	$ 38.9			
	NO IN POSITION: 14							
$ 22.8	POSITION AVERAGE:	$ 39.5	$ 6.1	$ 45.6	$ 34.8			

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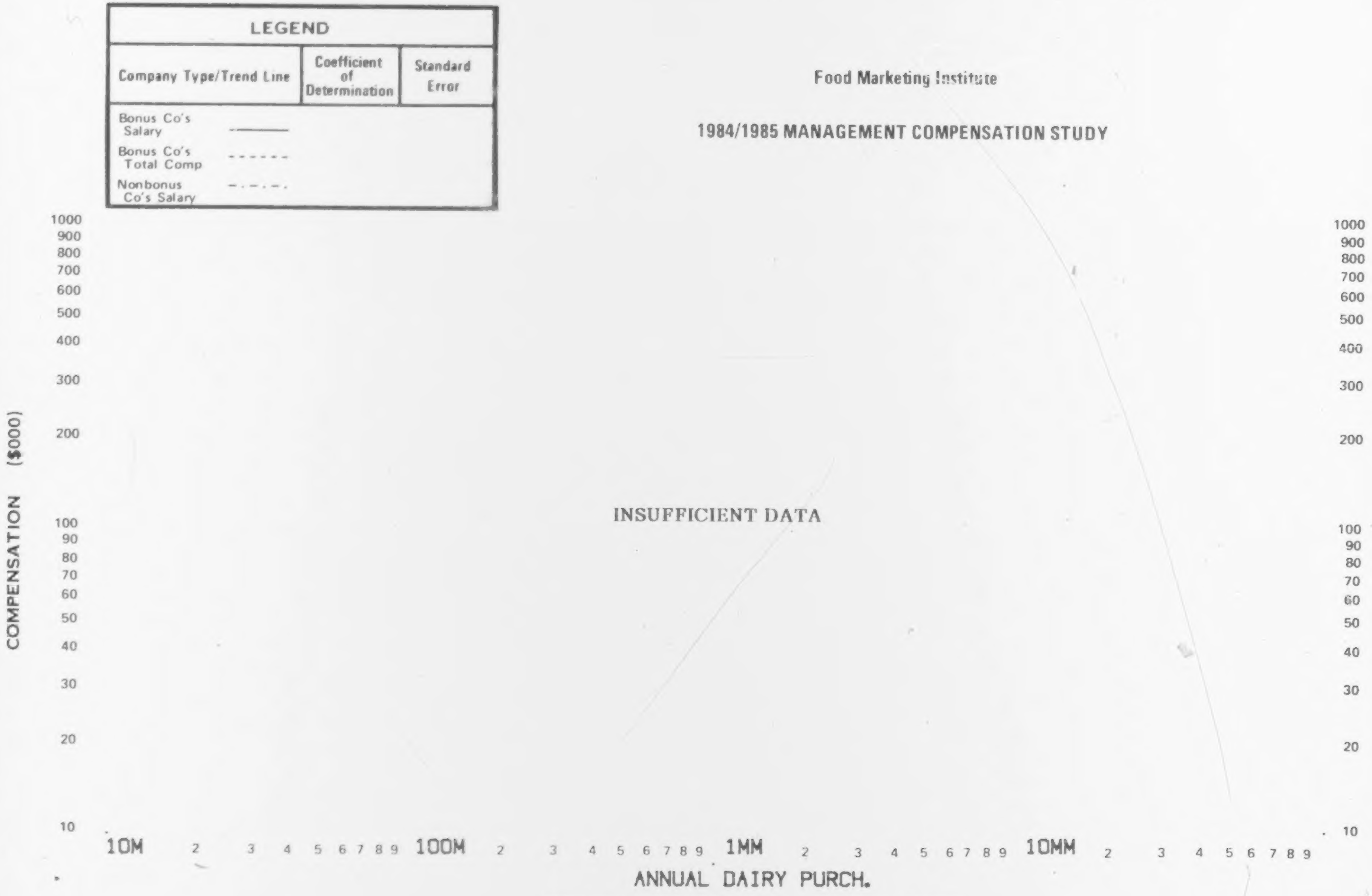
1984/1985 MANAGEMENT COMPENSATION STUDY



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———		
Bonus Co's Total Comp - - - - - -		
Nonbonus Co's Salary —·—·—·		

INSUFFICIENT DATA

SURVEY POSITION #35 - DAIRY BUYER

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$30.0	DIV. V.P./MGR.	$ 44.8	$ 6.2	$ 51.0				
AND ABOVE	DIV. V.P./MGR.	41.0	5.0	46.0		$ 34.8	$ 43.0	$ 51.2
		40.6	4.5	45.1				
	MANAGER	37.3	3.9	41.2		30.7	38.4	46.1
	MANAGER	35.5	0.7	36.2		31.3	38.4	44.5
	ASST. V.P./DIR	28.6	1.8	30.4				
	NO IN POSITION: 21							
$ 72.8	WEIGHTED GROUP AVG:	$ 38.6	$ 3.9	$ 42.5				

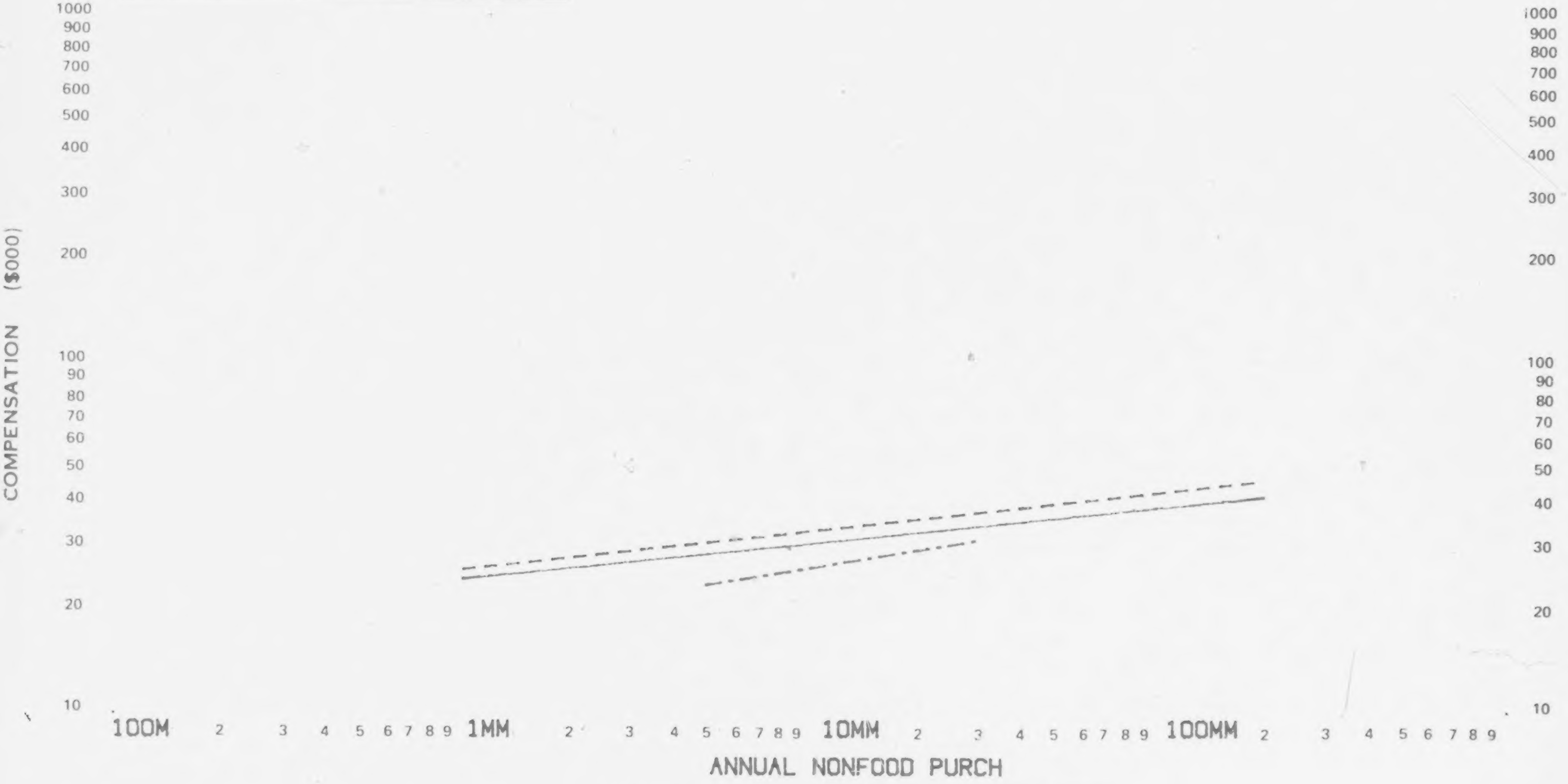
FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$29.9	ASST. V.P./DIR				$ 43.4	$ 35.3	$ 40.5	$ 46.0
TO	GROUP EXEC.	$ 35.5	$ 9.7	$ 45.2				
$10.0	ASST. V.P./DIR	35.0	0.0	35.0		26.5	33.1	39.7
					34.6	25.5	31.4	37.2
	GROUP EXEC.	34.3	0.0	34.3				
	ASST. V.P./DIR	33.4	0.0	33.4				
	MANAGER				30.6	26.0	33.0	40.0
	ASST. V.P./DIR				29.3	28.6	34.9	41.5
	VICE PRESIDENT	29.0	6.9	35.9				
	GROUP EXEC.	27.1	5.8	32.9				
	MANAGER				25.7	21.2	26.5	31.7
	DIV. V.P./MGR.	23.9	0.0	23.9				
	EXEC. V.P.				23.0			
	ASST. V.P./DIR				20.8			
	NO IN POSITION: 45							
$ 15.6	WEIGHTED GROUP AVG:	$ 29.3	$ 4.3	$ 33.6	$ 32.3			
$9.9	GROUP EXEC.	$ 36.0	$ 4.0	$ 40.0		$ 30.0	$ 35.0	$ 45.0
AND BELOW		33.7	3.7	37.4		31.5	37.1	42.8
	DIV. V.P./MGR.	31.3	1.9	33.2		29.9	37.4	44.9
		30.2	1.1	31.3		23.8	31.8	39.7
	ASST. V.P./DIR				$ 24.0			
	GROUP EXEC.	23.0	1.6	24.6				
	ASST. V.P./DIR	21.6	1.0	22.6		17.0	19.6	22.2
	NO IN POSITION: 12							
$ 4.4	WEIGHTED GROUP AVG:	$ 28.9	$ 1.7	$ 30.6	$ 24.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT				$ 39.1	$ 30.0	$ 38.1	$ 46.2
	MANAGER				39.0	31.5	39.5	47.4
	MANAGER				38.2	31.5	39.5	47.4
	DIV. V.P./MGR.	$ 38.2	$ 19.2	$ 57.4		37.7	38.4	39.2
	ASST. V.P./DIR				37.5			
	VICE PRESIDENT				37.0			
	DIV. V.P./MGR.				34.9	25.5	31.9	38.3
	MANAGER				34.8	26.7	34.0	41.3
	MANAGER				34.2	31.5	39.5	47.4
	ASST. V.P./DIR	32.8	1.7	34.5		23.4	29.9	36.3
	ASST. V.P./DIR	31.7	0.0	31.7		25.6	28.8	32.9
	VICE PRESIDENT	30.0	4.5	34.5				
	ASST. V.P./DIR				30.0	30.3	37.0	43.8
		29.9	0.0	29.9				
		29.0	6.0	35.0				
	VICE PRESIDENT	28.0	2.0	30.0				
					27.4	19.9	27.4	35.0
	VICE PRESIDENT				23.4			
	ASST. V.P./DIR	22.5	0.0	22.5		19.7	24.6	29.6
	MANAGER				22.0	24.4	32.5	40.6
					19.0			
					19.0			
	GROUP EXEC.				18.2			
	NO IN POSITION: 54							
	WEIGHTED GROUP AVG:	$ 31.6	$ 6.0	$ 37.6	$ 32.6			
	NO IN POSITION: 132							
$ 29.3	POSITION AVERAGE:	$ 32.4	$ 4.3	$ 36.7	$ 32.3			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.36	1.18
Bonus Co's Total Comp	- - - - - -	0.33	1.21
Nonbonus Co's Salary	—.—.—.	0.12	1.28



SURVEY POSITION #36 - NONFOOD BUYER

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

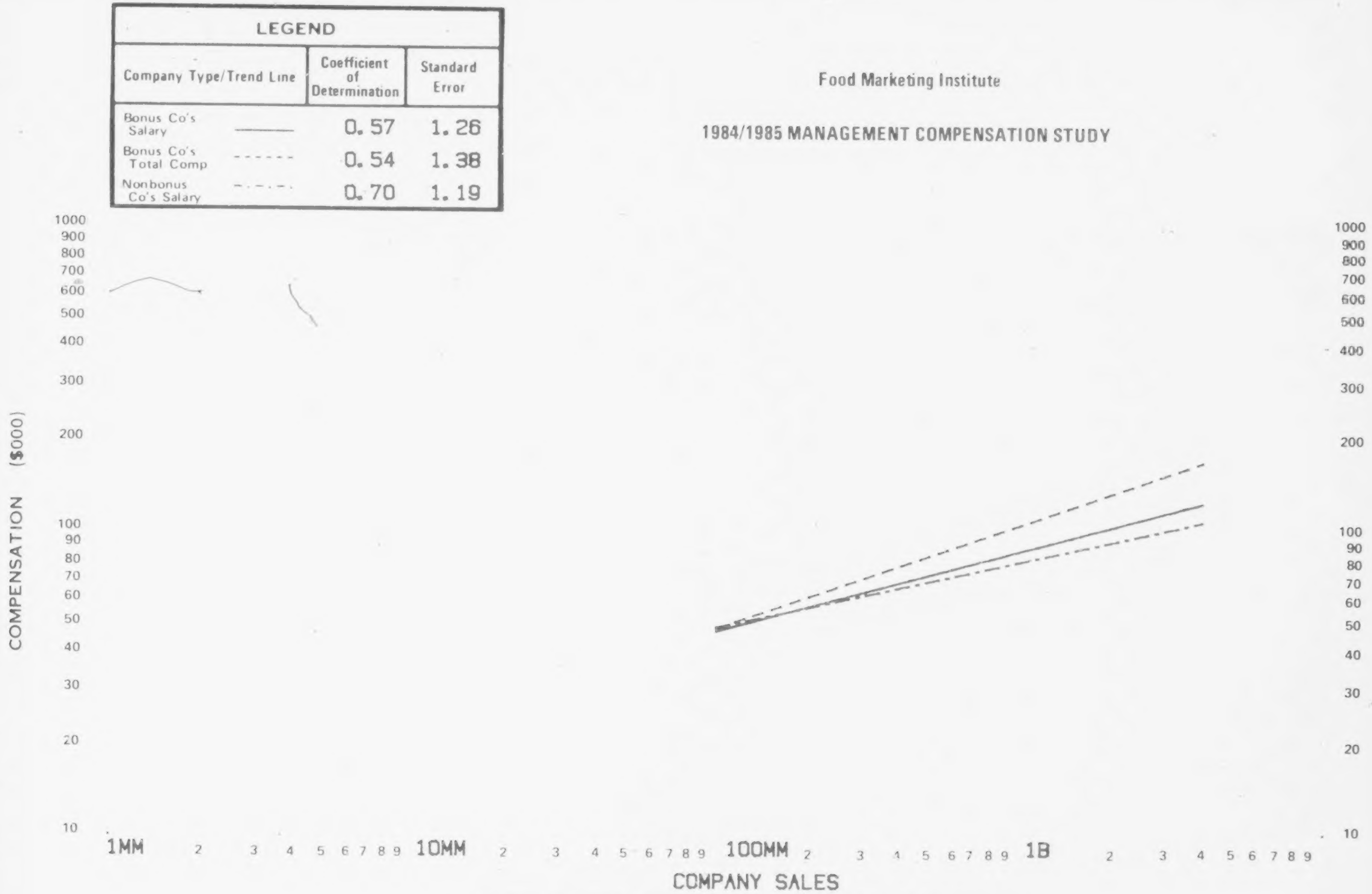
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2000.0 AND ABOVE		$164.0	$ 83.7	$247.7		$121.4	$162.9	$204.3
		135.0	68.6	203.6				
	CEO/PRESIDENT	129.5	29.8	159.3		99.1	123.8	148.6
		110.0	76.0	186.0		79.3	105.7	132.1
	CEO/PRESIDENT	102.0	147.1	249.1				
	EXEC. V.P.				$ 91.4			
	GROUP EXEC.	79.0	51.2	130.2		75.5	94.4	113.3
	GROUP EXEC.	46.3	6.9	53.2				
	DIV. V.P./MGR.	46.0	12.0	58.0				
	NO IN POSITION: 13							
$ 3821.7	WEIGHTED GROUP AVG:	$ 83.0	$ 43.6	$126.6	$ 91.4			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - TOP STORE OPERATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1999.9	BOARD OF DIR.	$166.4	$ 65.9	$232.3				
TO	C.O.O.	130.0	35.0	165.0				
$1000.0		125.0	16.6	141.6				
	CEO/PRESIDENT	100.0	21.0	121.0				
	SENIOR V.P.	83.5	9.0	92.5		$ 48.0	$ 57.0	$ 65.0
		81.0	9.0	90.0				
	C.O.O.	78.0	0.0	78.0		49.0	62.0	75.0
	C.O.O.				$ 77.3	64.5	80.6	96.7
	CEO/PRESIDENT	75.0	11.9	86.9				
	NO IN POSITION: 10							
$ 1343.4	WEIGHTED GROUP AVG:	$104.9	$ 21.0	$125.9	$ 77.3			
$999.9	CEO/PRESIDENT	$110.0	$ 17.0	$127.0				
TO	EXEC. V.P.	98.0	33.1	131.1		$ 84.3	$105.4	$126.5
$500.0	C.O.O.				$ 90.0			
	EXEC. V.P.	85.0	0.0	85.0				
		83.0	24.1	107.1		64.9	84.7	104.6
		80.2	0.0	80.2		45.7	59.1	72.2
	VICE PRESIDENT	76.0	10.0	86.0		61.5	76.0	89.7
	C.O.O.	73.4	0.0	73.4		68.3	85.4	102.4
	EXEC. V.P.	71.3	0.0	71.3				
	GROUP EXEC.	62.0	22.6	84.6		60.2	73.9	87.3
	CEO/PRESIDENT	58.1	0.0	58.1				
	CEO/PRESIDENT	55.0	245.5	300.5				
	DIV. V.P./MGR.	50.0	0.0	50.0		48.6	60.7	72.8
		47.0	1.9	48.9		39.0	52.0	65.0
	NO IN POSITION: 16							
$ 673.6	WEIGHTED GROUP AVG:	$ 72.8	$ 23.6	$ 96.4	$ 90.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - TOP STORE OPERATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9		$120.0	$ 21.9	$141.9		$ 79.3	$105.7	$132.1
TO	CEO/PRESIDENT	76.0	28.9	104.9		50.2	62.7	80.9
$250.0	CEO/PRESIDENT	75.0	0.0	75.0				
	CEO/PRESIDENT				$ 67.0			
	CEO/PRESIDENT	65.0	0.0	65.0				
	SENIOR V.P.	50.0	5.0	55.0				
	CEO/PRESIDENT	48.1	3.0	51.1		36.1	46.8	57.5
	C.O.O.	45.5	9.2	54.7				
	NO IN POSITION: 8							
$ 363.8	WEIGHTED GROUP AVG:	$ 68.5	$ 9.7	$ 78.2	$ 67.0			
$249.9	CEO/PRESIDENT	$116.5	$ 34.9	$151.4				
AND BELOW	BOARD OF DIR.	68.5	15.0	83.5		$ 44.6	$ 55.8	$ 67.0
	C.O.O.				$ 62.0			
		60.0	6.0	66.0				
	C.O.O.	59.5	0.0	59.5				
	GROUP EXEC.				56.1	36.2	47.5	57.0
	CEO/PRESIDENT	54.5	0.0	54.5				
	GROUP EXEC.				52.0	30.0	40.0	50.0
	SENIOR V.P.	49.1	24.0	73.1				
	CEO/PRESIDENT				43.2			
	C.O.O.	40.3	4.7	45.0				
					38.9			
	NO IN POSITION: 12							
$ 142.1	WEIGHTED GROUP AVG:	$ 64.1	$ 12.0	$ 76.1	$ 50.4			
	NO IN POSITION: 59							
$ 1330.6	POSITION AVERAGE:	$ 78.7	$ 24.4	$103.1	$ 65.5			



SURVEY POSITION #37 - TOP STORE OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$1000.0 AND ABOVE	VICE PRESIDENT	$ 57.3	$ 4.0	$ 61.3		$ 40.9	$ 51.1	$ 61.3
		56.8	23.2	80.0		44.9	53.3	61.7
		52.5	1.3	53.8				
					$ 51.4			
	VICE PRESIDENT				47.6	37.2	42.8	48.4
		47.5	5.2	52.7				
	VICE PRESIDENT	41.0	7.6	48.6		38.0	47.6	57.1
	GROUP EXEC.	40.6	6.1	46.7				
	ASST. V.P./DIR	27.4	0.0	27.4		20.3	25.3	30.4
	NO IN POSITION: 10							
$ 2281.7	WEIGHTED GROUP AVG:	$ 46.2	$ 6.7	$ 52.9	$ 50.1			

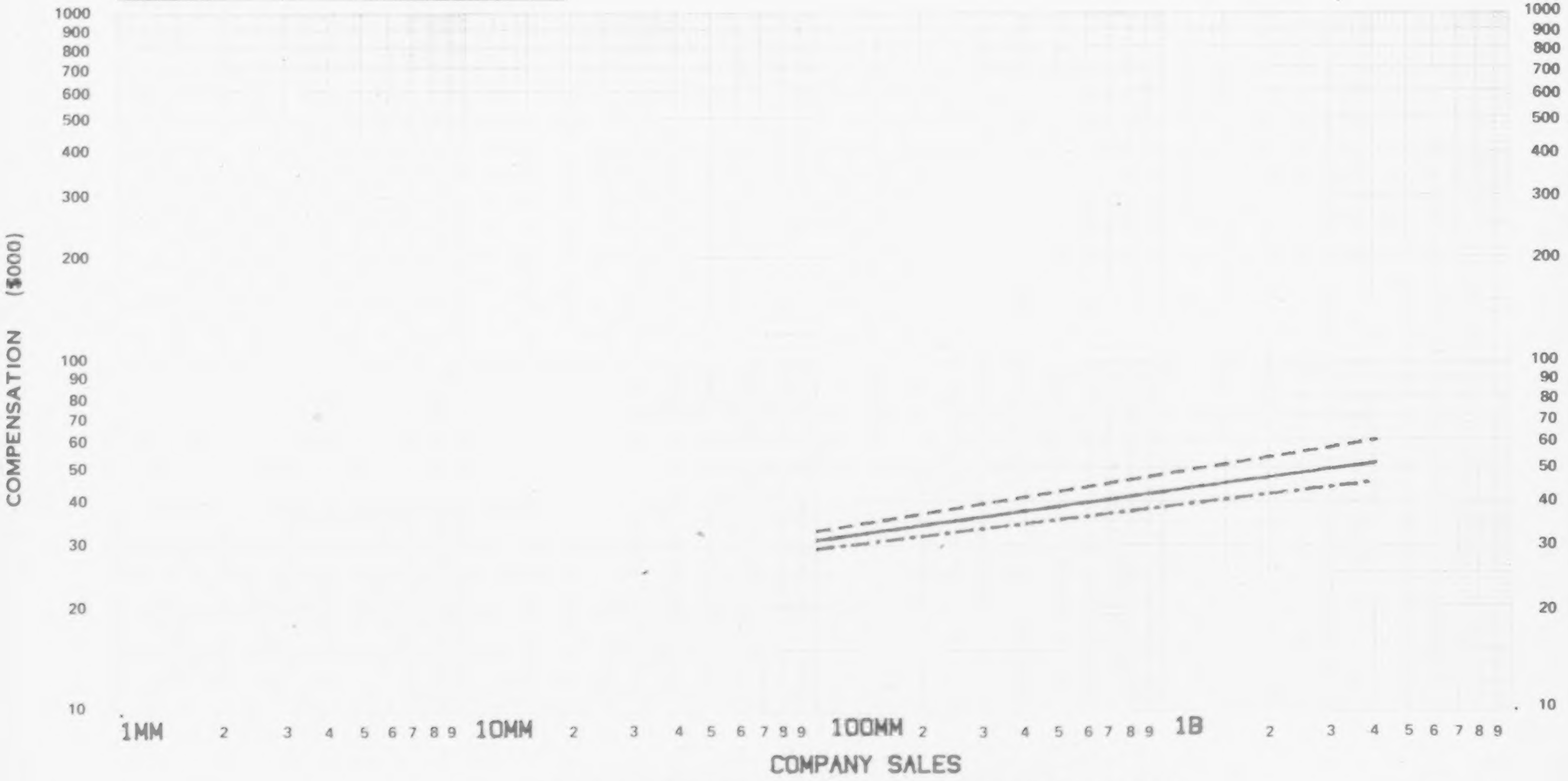
FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - TOP STORE MAINTENANCE
EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9	VICE PRESIDENT	$ 49.0	$ 12.3	$ 61.3				
TO	ASST. V.P./DIR	43.6	0.0	43.6		$ 42.5	$ 53.1	$ 63.7
$500.0		40.0	0.0	40.0				
	VICE PRESIDENT	38.7	5.8	44.5				
	DIV. V.P./MGR.				$ 38.7	29.8	38.6	47.5
	MANAGER	38.6	12.0	50.6				
					36.6	27.4	33.9	40.3
	ASST. V.P./DIR				33.8	28.6	34.9	41.5
	ASST. V.P./DIR				32.0	26.9	31.5	36.4
	DIV. V.P./MGR.				31.3	26.3	32.1	37.8
	VICE PRESIDENT				31.2	23.6	29.5	35.4
	MANAGER	28.0	1.0	29.0				
	NO IN POSITION: 13							
$ 703.7	WEIGHTED GROUP AVG:	$ 39.7	$ 5.1	$ 44.8	$ 33.6			
$499.9		$ 60.0	$ 21.0	$ 81.0		$ 57.0	$ 72.0	$ 86.0
AND BELOW	VICE PRESIDENT	43.8	0.0	43.8				
	VICE PRESIDENT				$ 39.0	22.4	28.0	33.6
	SENIOR V.P.	36.5	0.0	36.5				
	SENIOR V.P.	35.0	4.0	39.0				
	ASST. V.P./DIR	30.7	1.6	32.3		22.9	29.0	35.1
	EXEC. V.P.	30.0	7.0	37.0				
	EXEC. V.P.				26.5			
	NO IN POSITION: 8							
$ 234.7	WEIGHTED GROUP AVG:	$ 39.3	$ 5.6	$ 44.9	$ 32.8			
	NO IN POSITION: 31							
$ 1091.7	POSITION AVERAGE:	$ 41.9	$ 5.9	$ 47.8	$ 37.6			

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.38	1.18
Bonus Co's Total Comp	- - - - - -	0.38	1.23
Nonbonus Co's Salary	–·–·–·	0.37	1.18



SURVEY POSITION #38 - TOP STORE MAINTENANCE EXECUTIVE

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DIVISION GENERAL
MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$250.0 AND ABOVE	CEO/PRESIDENT	$148.0	$ 0.0	$148.0				
	EXEC. V.P.	108.0	8.4	116.4				
	C.O.O.	105.0	19.1	124.1				
	BOARD OF DIR.	100.0	20.0	120.0		$ 78.9	$ 98.7	$118.5
		100.0	128.0	228.0				
		93.9	45.9	139.8		64.9	84.7	104.6
		79.1	36.4	115.5				
	BOARD OF DIR.				$ 76.0			
	SENIOR V.P.	72.0	18.2	90.2		58.9	73.6	88.3
	C.O.O.	70.2	8.2	78.4		72.9	91.1	109.3
	NO IN POSITION: 24							
$ 533.1	WEIGHTED GROUP AVG:	$ 88.4	$ 28.5	$116.9	$ 76.0			
$249.9 TO $100.0	C.O.O.	$ 92.0	$ 86.5	$178.5		$ 84.2	$ 92.0	$ 99.8
	SENIOR V.P.	68.1	18.2	86.3		52.8	70.4	88.0
	GROUP EXEC.	67.5	39.4	106.9		60.2	73.9	87.3
	CEO/PRESIDENT	67.0	0.0	67.0				
	EXEC. V.P.	63.3	26.3	89.6				
	C.O.O.	62.0	9.3	71.3				
	NO IN POSITION: 43							
$ 160.3	WEIGHTED GROUP AVG:	$ 66.3	$ 25.4	$ 91.7				

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DIVISION GENERAL MANAGER

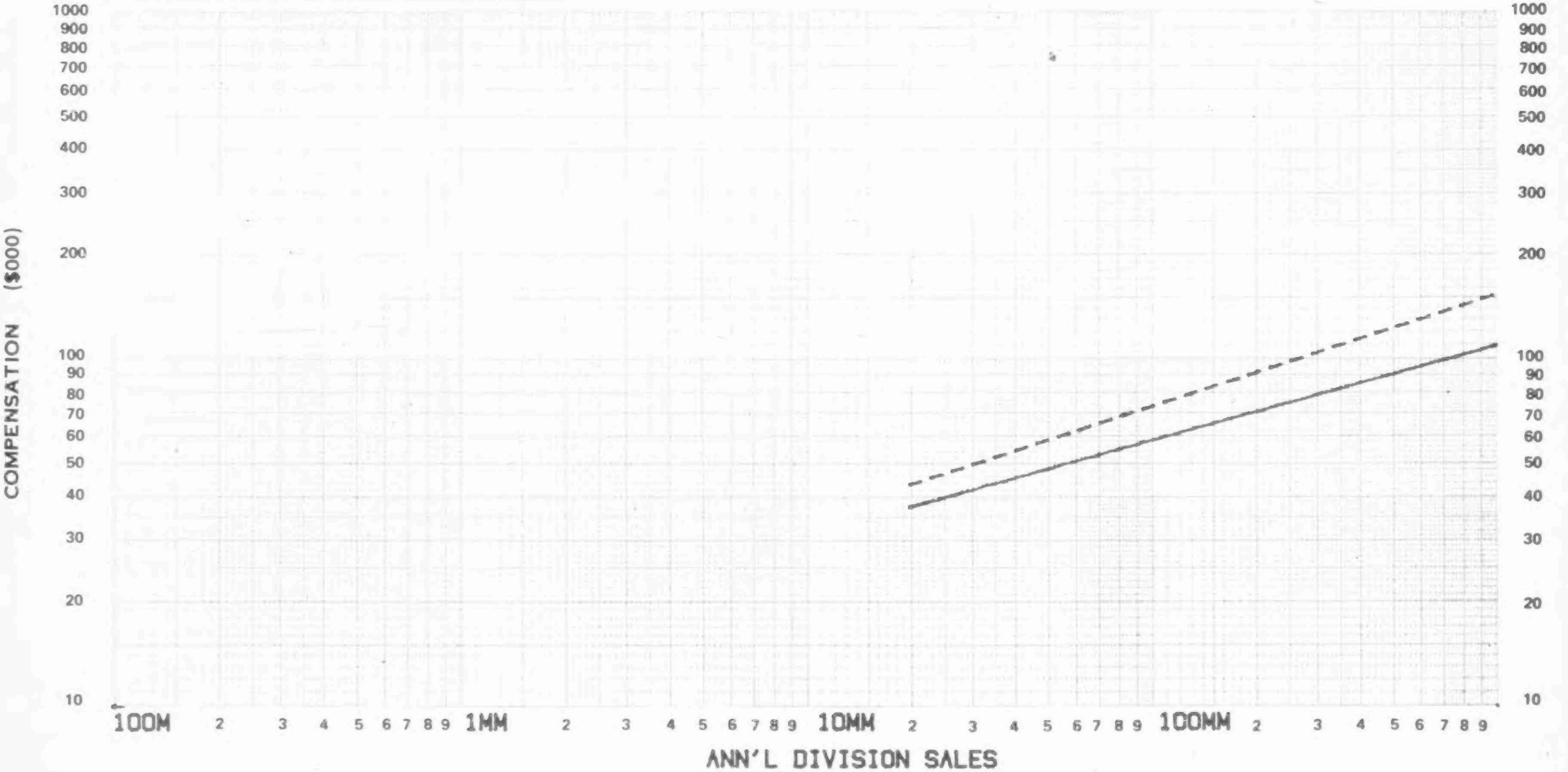
SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9		$ 62.9	$ 5.0	$ 67.9		$ 50.5	$ 67.4	$ 84.2
AND BELOW		50.5	0.0	50.5		37.4	47.3	57.2
	VICE PRESIDENT	30.2	0.0	30.2		23.7	32.9	38.7
	VICE PRESIDENT	29.0	29.7	58.7				
	NO IN POSITION: 26							
$ 38.8	WEIGHTED GROUP AVG:	$ 40.9	$ 8.9	$ 49.8				
NO SCOPE	VICE PRESIDENT	$150.0	$ 22.5	$172.5				
REPORTED	GROUP EXEC.	119.2	56.2	175.4		$ 96.1	$120.1	$144.1
	BOARD OF DIR.	93.7	8.4	102.1		58.5	72.8	87.0
	EXEC. V.P.	85.0	0.0	85.0				
	CEO/PRESIDENT	85.0	29.7	114.7		69.3	86.6	105.8
	SENIOR V.P.	65.0	5.0	70.0		54.4	69.5	84.7
	C.O.O.	60.2	30.1	90.3				
	C.O.O.	33.0	12.0	45.0				
	NO IN POSITION: 25							
	WEIGHTED GROUP AVG:	$ 95.3	$ 35.9	$131.2				
	NO IN POSITION: 118							
$ 222.6	POSITION AVERAGE:	$ 71.1	$ 24.5	$ 95.6	$ 76.0			

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.64	1.28
Bonus Co's Total Comp	------	0.65	1.34
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #39 - DIVISION GENERAL MANAGER

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0	GROUP EXEC.	$ 50.0	$ 2.4	$ 52.4		$ 38.0	$ 49.0	$ 58.8
AND ABOVE	DIV. V.P./MGR.				$ 43.9	34.8	43.0	51.2
		43.1	7.3	50.4		36.8	43.5	50.2
	SENIOR V.P.				42.5			
					38.7			
	VICE PRESIDENT				37.3	31.6	38.7	45.8
	ASST. V.P./DIR				37.0			
					36.3			
	MANAGER	35.0	4.2	39.2		30.0	37.5	45.0
		31.9	5.0	36.9				
	C.O.O.	31.8	4.1	35.9				
	VICE PRESIDENT				30.2	26.7	34.0	41.3
	ASST. V.P./DIR				27.3	23.5	29.5	35.5
	DIV. V.P./MGR.	22.7	0.5	23.2				
	ASST. V.P./DIR	22.0	1.0	23.0		19.8	25.3	30.8
	NO IN POSITION:	22						
$ 2125.3	WEIGHTED GROUP AVG:	$ 28.6	$ 2.2	$ 30.8	$ 35.6			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - SCANNING COORDINATOR

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	VICE PRESIDENT				$ 36.0	$ 29.8	$ 38.6	$ 47.5
TO	SENIOR V.P.	$ 35.0	$ 8.8	$ 43.8				
$500.0	VICE PRESIDENT	33.0	8.3	41.3				
	ASST. V.P./DIR				32.6	28.6	34.9	41.5
	ASST. V.P./DIR	30.9	0.0	30.9		25.3	31.6	37.9
	VICE PRESIDENT				30.2	26.3	32.1	37.8
	VICE PRESIDENT				29.2	23.6	29.5	35.4
	VICE PRESIDENT	29.0	4.0	33.0				
		27.6	0.8	28.4		28.8	31.8	39.7
	ASST. V.P./DIR	26.0	0.0	26.0		22.7	26.4	30.0
	REG. V.P./MGR.				23.8	23.9	29.8	35.8
	EXEC. V.P.	23.1	2.4	25.5				
					21.5	20.8	25.1	29.5
	MANAGER				21.5			
					20.0			
	NO IN POSITION: 19							
$ 715.2	WEIGHTED GROUP AVG:	$ 28.7	$ 2.7	$ 31.4	$ 26.3			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - SCANNING COORDINATOR

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	VICE PRESIDENT	$ 41.8	$ 10.4	$ 52.2				
	VICE PRESIDENT	41.0	3.1	44.1				
	VICE PRESIDENT	36.4	2.6	39.0				
	VICE PRESIDENT	34.1	0.0	34.1				
	VICE PRESIDENT				$ 33.0			
	VICE PRESIDENT				31.9			
		31.2	2.0	33.2				
					28.9			
	VICE PRESIDENT	28.5	3.3	31.8		$ 21.3	$ 26.6	$ 32.7
	GROUP EXEC.				28.0	25.0	30.0	35.0
	EXEC. V.P.	27.6	5.0	32.6		24.0	30.0	36.0
	EXEC. V.P.				26.3			
	SENIOR V.P.	25.8	7.5	33.3				
	C.O.O.	22.0	1.5	23.5				
	EXEC. V.P.				21.6			
	VICE PRESIDENT	21.3	0.3	21.6		19.1	22.7	26.3
	NO IN POSITION: 16							
$ 219.5	WEIGHTED GROUP AVG:	$ 31.0	$ 3.5	$ 34.5	$ 28.3			
	NO IN POSITION: 57							
$ 1120.3	POSITION AVERAGE:	$ 29.4	$ 2.7	$ 32.1	$ 30.3			

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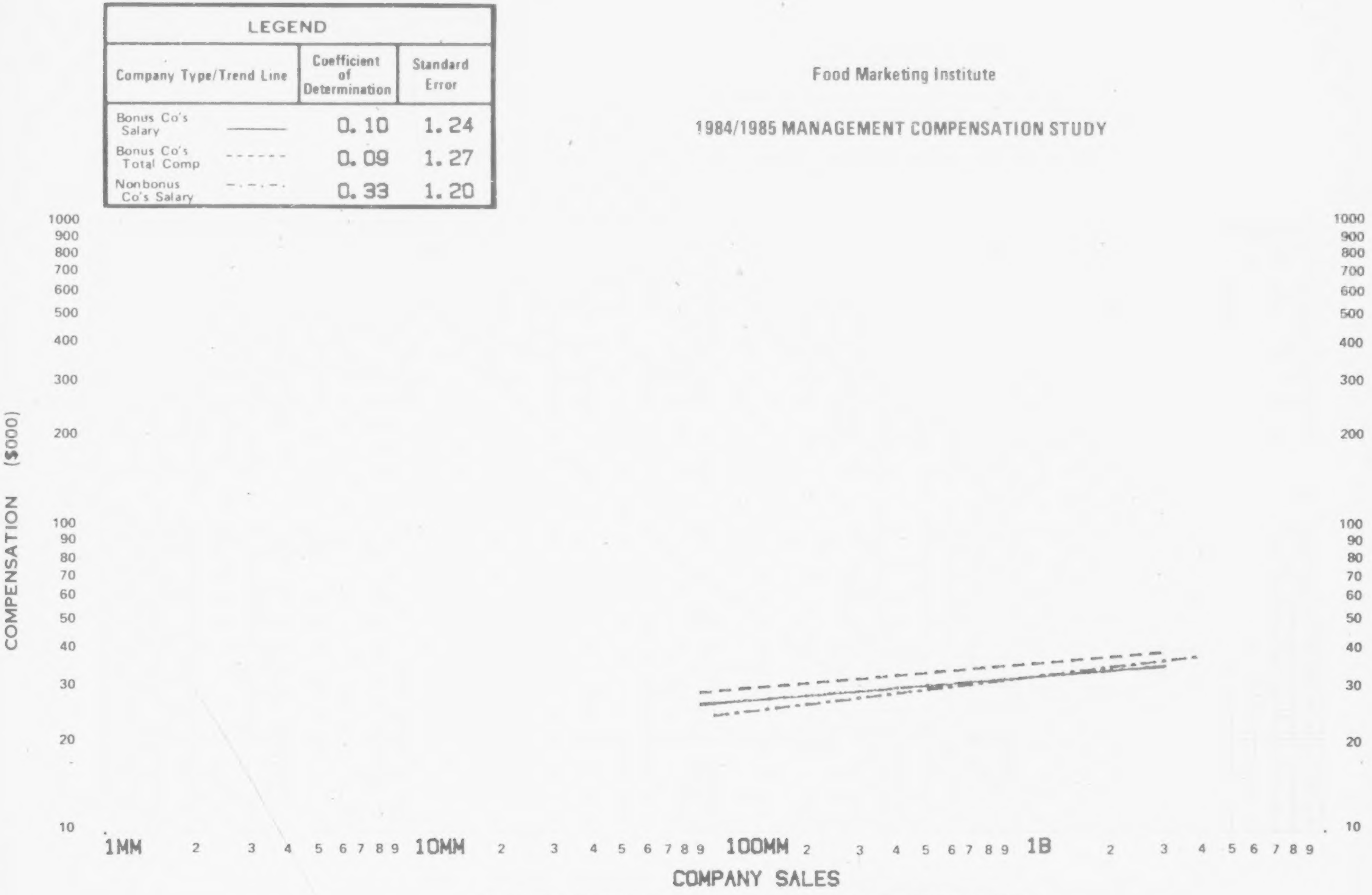
1984/1985 MANAGEMENT COMPENSATION STUDY



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.10	1.24
Bonus Co's Total Comp	------	0.09	1.27
Nonbonus Co's Salary	-.-.-.-	0.33	1.20

SURVEY POSITION #40 - SCANNING COORDINATOR

Food Marketing Institute

1984-1985 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS
NATIONAL SUMMARY

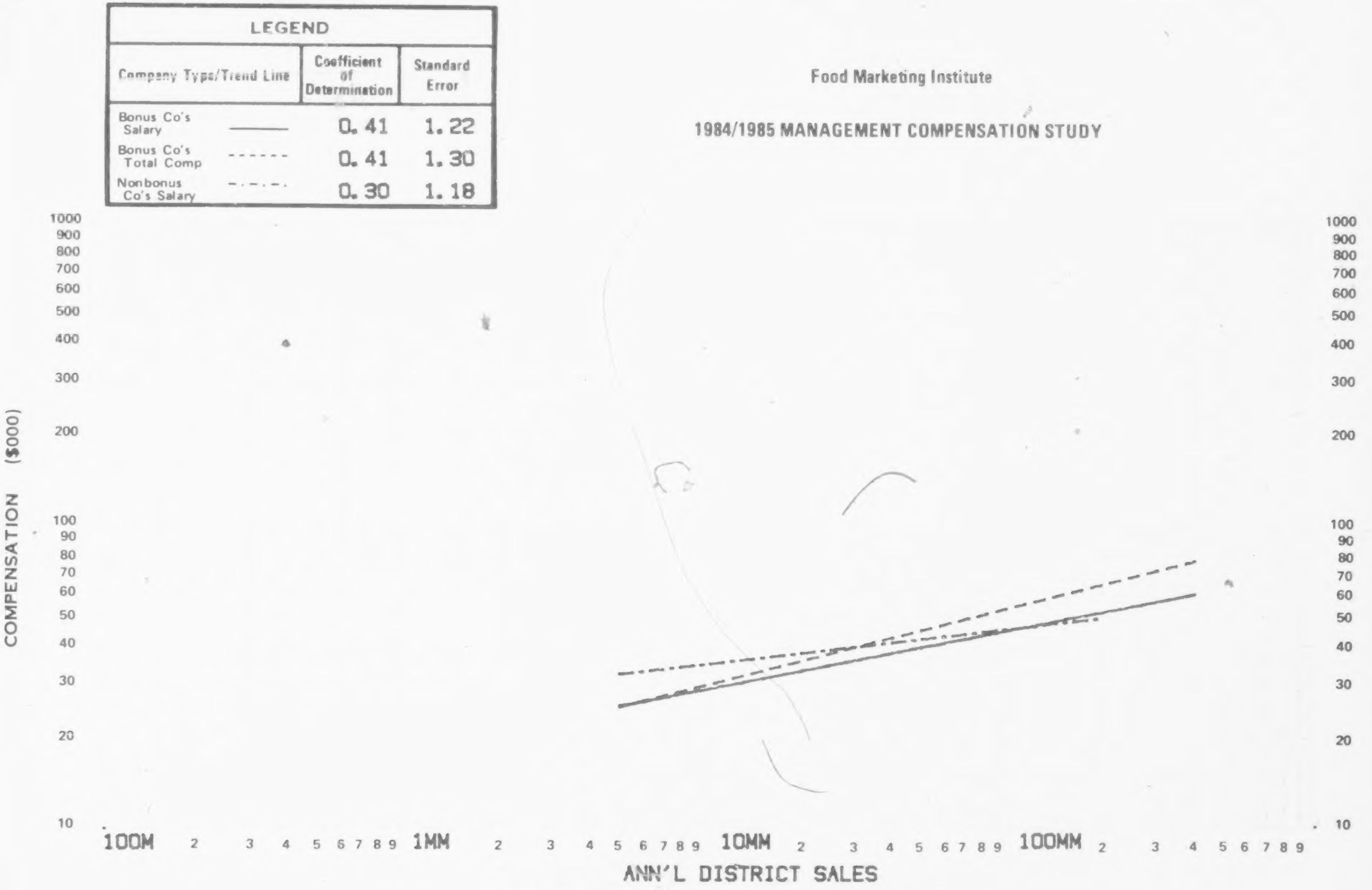
SURVEY POSITION #41: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNUAL DISTRICT SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$150.0 and Above	$198.1	$51.9	$14.6	$66.5	$48.7	91
149.9 to 100.0	133.9	45.1	12.5	57.6	56.1	56
99.9 to 75.0	86.5	41.7	6.8	48.5	55.4	55
74.9 to 50.0	63.1	41.6	6.7	48.3	41.0	67
49.9 to 25.0	38.0	39.9	3.5	43.4	42.3	23
24.9 and Below	10.8	28.9	8.0	36.9	35.5	75
NO SCOPE REPORTED		53.6	0.3	53.9	54.7	110
POSITION AVERAGE	$ 98.6	$44.8	$ 7.3	$52.1	$49.3	477

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.41	1.22
Bonus Co's Total Comp	------	0.41	1.30
Nonbonus Co's Salary	–·–·–·	0.30	1.18

SURVEY POSITION #41 - DISTRICT MANAGER

1984-1985 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS
NATIONAL SUMMARY

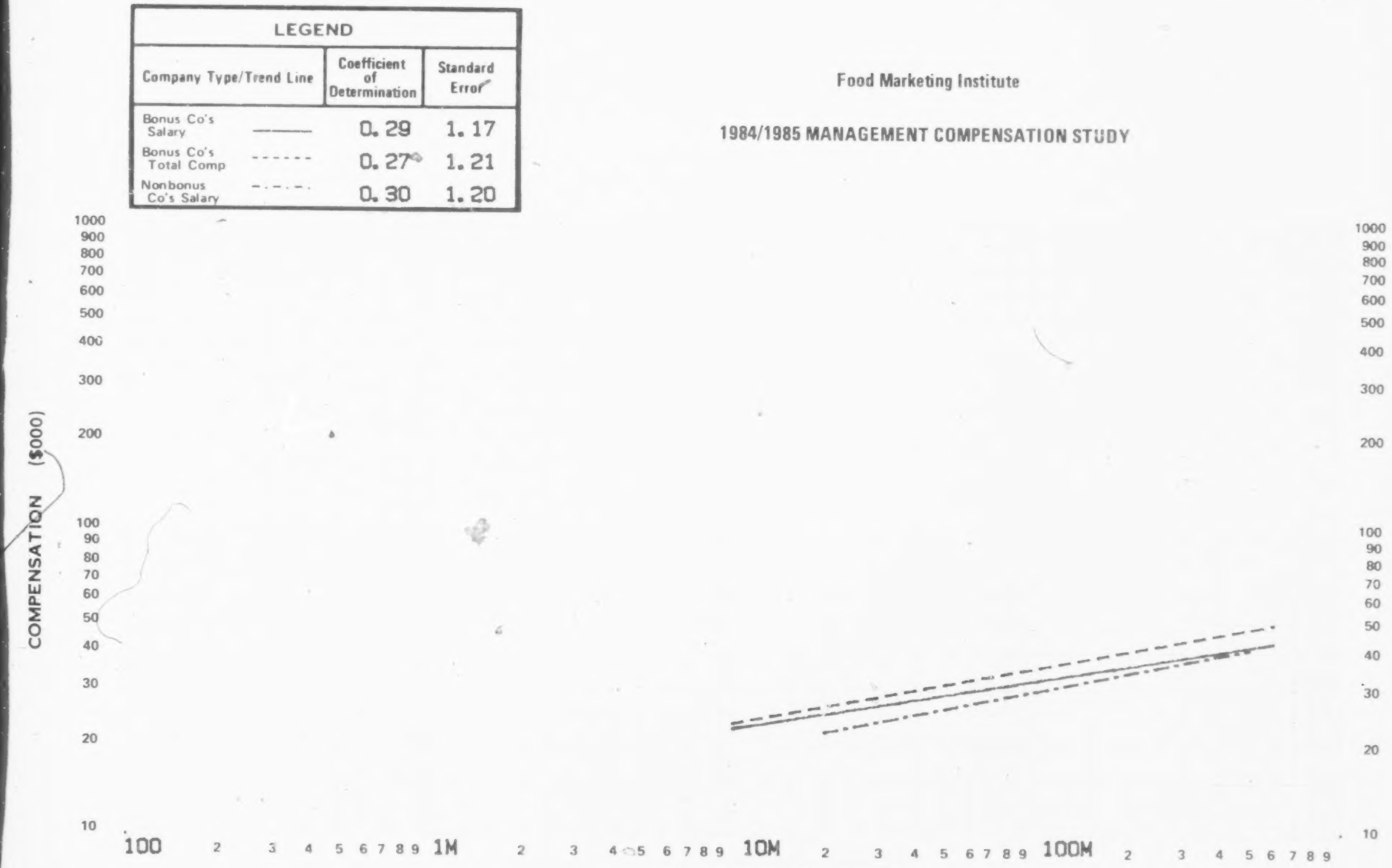
SURVEY POSITION #42: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SCOPE AVERAGE WEEKLY STORE SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$300.0 and Above	$383.2	$44.3	$10.3	$54.6	$44.2	429
299.9 to 200.0	244.7	39.6	7.2	46.8	37.9	1,012
199.9 to 150.0	174.4	36.0	5.1	41.1	34.0	760
149.9 to 100.0	125.9	33.9	3.7	37.6	29.5	943
99.9 to 75.0	84.6	30.5	2.8	33.3	28.4	382
74.9 to 50.0	62.9	30.0	2.2	32.2	26.8	225
49.9 and Below	31.4	20.3	10.3	30.6	25.2	178
NO SCOPE REPORTED		39.2	7.1	46.3	39.8	199
POSITION AVERAGE	**$182.1**	**$35.8**	**$ 5.7**	**$41.5**	**$34.5**	**4,128**

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #42 - STORE MANAGER

1984-1985 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS
NATIONAL SUMMARY

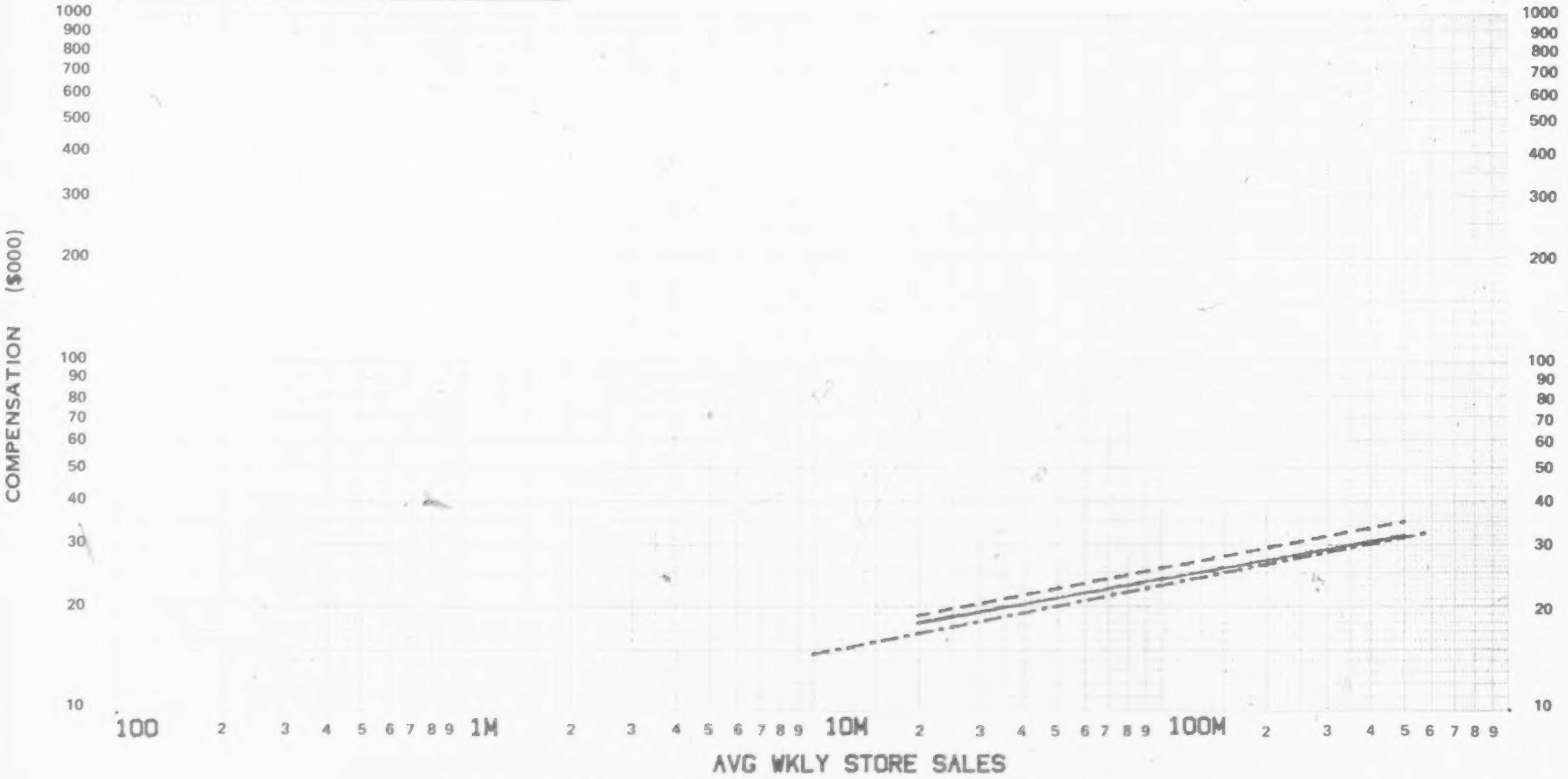
SURVEY POSITION #43: ASSISTANT/CO-STORE MANAGER

Responsible for managing the activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SCOPE AVERAGE WEEKLY STORE SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$250.0 and Above	$324.0	$29.4	$ 4.2	$33.6	$29.3	560
249.9 to 200.0	238.6	31.3	2.4	33.7	32.3	473
199.9 to 150.0	175.2	26.9	2.3	29.2	26.2	482
149.9 to 100.0	127.8	26.0	2.2	28.2	23.7	756
99.9 to 75.0	83.7	23.3	2.2	25.5	22.5	276
74.9 and Below	46.0	16.5	1.5	18.0	20.3	254
NO SCOPE REPORTED		32.7	4.6	37.3	28.1	171
POSITION AVERAGE	**$182.1**	**$26.7**	**$ 2.7**	**$29.4**	**$26.4**	**2,972**

NOTE: Only nine companies indicated that their Assistant/Co-Store Managers are unionized; therefore, all data for this position are combined.

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.27	1.20
Bonus Co's Total Comp	------	0.26	1.22
Nonbonus Co's Salary	-.-.-.-	0.24	1.24



SURVEY POSITION #43 - ASSISTANT/CO-STORE MANAGER

1984-1985 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS
NATIONAL SUMMARY

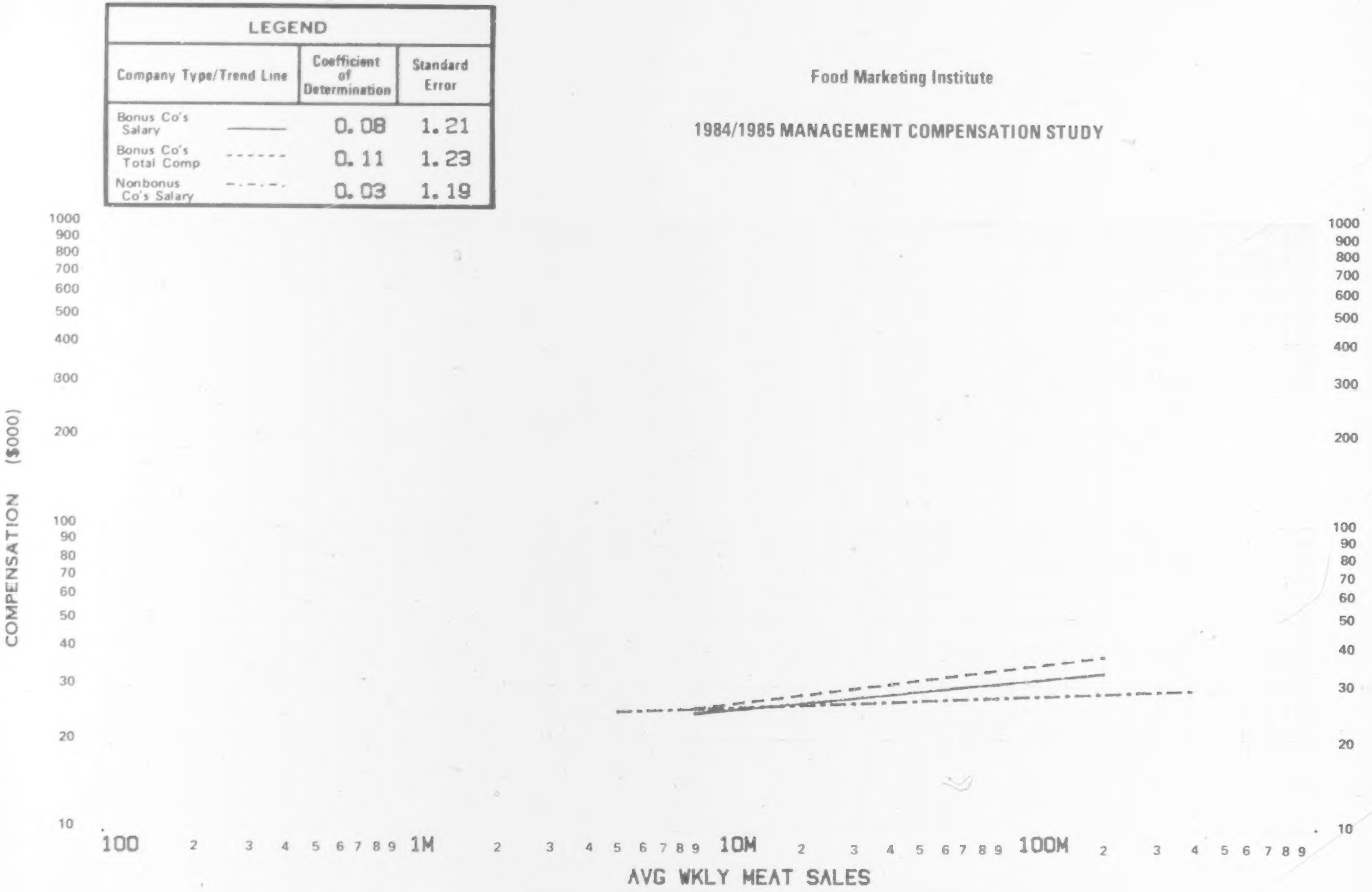
SURVEY POSITION #44: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SCOPE AVERAGE WEEKLY MEAT SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$ 50.0 and Above	$111.0	$30.3	$ 3.9	$34.2	$27.2	356
49.9 to 35.0	42.0	29.2	1.7	30.9	28.2	333
34.9 to 25.0	29.7	28.5	1.2	29.7	27.5	467
24.9 to 15.0	20.0	27.1	1.5	28.6	24.7	711
14.9 and Below	11.4	25.2	1.0	26.2	24.4	332
NO SCOPE REPORTED		25.4	0.0	25.4	29.5	183
POSITION AVERAGE	**$ 38.8**	**$27.9**	**$ 1.8**	**$29.7**	**$26.5**	**2,382**

NOTE: This summary exhibit and the trend line on the facing page reflect pay levels for all Meat Department Managers -- union and nonunion combined.

Exhibits on the following pages show Meat Department Managers who are union members (pages 228 - 233) and those who are nonunion (pages 234 - 239).



SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER -- UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$100.0 AND ABOVE				$ 34.1				6.0	5.0	50.0	3.0	B	B
				26.4	$ 20.8	$ 26.4	$ 32.0	6.0	5.0	50.0	3.0	B	B'
				25.6				5.0	1.0	40.0	24.0	E	E
				25.6				5.0	1.0	40.0	24.0	E	E
				20.7	7.1	18.3	29.4	6.0	5.0	50.0	3.0	B	B
				18.0	13.7	18.4	23.2	6.0	5.0	50.0	3.0	B	B
NO. IN POS: 53													
$ 297.6 WT'D AVG:				$ 24.4									
$99.9 TO $50.0				$ 37.9				5.0		48.0	8.0	E	G
				37.0				5.0		40.0	10.0	E	G
				31.5				5.0	2.0	40.0	15.0	E	E
				30.9				5.0	1.0	40.0	12.0	E	F
				29.8				5.0	1.0	40.0		F	F
				29.4				5.0		44.0	13.0	D	E
	$ 29.2	$ 0.7	$ 29.9					5.0	1.0	40.0	13.0	F	F
	28.2	7.4	35.6					5.0		44.0	20.0	2.5	2.5
				28.2				5.0	1.0	42.5	1.0		
				27.9	$ 27.2	$ 28.7	$ 30.1	5.0	1.0	40.0	12.8	E	F
				27.4				5.0	2.0	40.0	30.0	E	E
				26.0				5.0	1.0	40.0	12.0	E	F
				25.6				5.0	1.0	40.0	24.0	E	E
				25.5				5.0	2.0	40.0		F'	F
				25.0				6.0	5.0	50.0	3.0	B	B
				23.4				5.0		40.0		E	E
				23.4				5.0	2.0	40.0		F	F
NO. IN POS: 129													
$ 66.2 WT'D AVG:	$ 29.0	$ 1.9	$ 30.9	$ 29.7									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER -- UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9				$ 37.9				5.0		48.0	8.0	E	G
TO				36.0				5.0		40.0	45.0	E	G
$35.0				29.9	$ 27.2	$ 28.7	$ 30.1	5.0	1.0	40.0	12.8	E	F
				29.8				5.0	1.0	40.0		F	F
	$ 29.2	$ 0.4	$ 29.6					5.0	1.0	40.0	13.0	F	F
				29.0				5.0		40.0		E	F
	28.2	6.5	34.7					5.0		44.0	20.0	2.5	2.5
				28.2				5.0	1.0	42.5	1.0		
				27.4				5.0	2.0	40.0	30.0	E	E
				26.3				5.0		40.0		E	D
				26.0				5.0	1.0	40.0	12.0	E	F
				26.0				5.0	1.0	40.0	12.0	E	F
				25.5				5.0	2.0	40.0		F	F
				24.4	22.0	23.2	24.4	5.0	2.0	40.0		0	E
				23.4				5.0	2.0	40.0		F	F
				22.2				5.0		40.0		E	E
NO. IN POS: 172													
$ 41.8 WT'D AVG:	$ 29.1	$ 1.0	$ 30.1	$ 29.0									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER -- UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$34.9	$ 40.4	$ 3.6	$ 44.0					6.0	1.0	48.0	2.0	E	E
TO				$ 37.9				5.0		48.0	8.0	E	G
$25.0				35.3				5.0		40.0	40.0	E	G
				31.5				5.0	2.0	40.0	15.0	E	E
				30.9				5.0	1.0	40.0	12.0	E	F
				29.8				5.0	1.0	40.0		F	F
	29.2	0.2	29.4					5.0	1.0	40.0	13.0	F	F
				29.0				5.0		40.0		E	E
				29.0				5.0		40.0		E	F
	28.2	5.1	33.3					5.0		44.0	20.0	2.5	2.5
				27.5	$ 26.8	$ 28.3	$ 29.7	5.0	1.0	40.0	12.8	E	F
				27.4				5.0	2.0	40.0	30.0	E	E
				26.6				5.0		40.0		E	D
				26.0				5.0	1.0	40.0	12.0	E	F
				25.5				5.0	2.0	40.0		F	F
				24.8				5.0		40.0		E	D
				24.2	22.0	23.2	24.4	5.0	2.0	40.0		O	E
				23.4				5.0	2.0	40.0		F	F
				23.2				5.0		40.0		E	E
NO. IN POS: 253													
$ 29.7 WT'D AVG:	$ 30.0	$ 0.7	$ 30.7	$ 28.5									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER -- UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$24.9				$ 37.9				5.0		48.0	8.0	E	G
TO	$ 34.4	$ 1.2	$ 35.6		$ 28.3	$ 33.9	$ 39.5	6.0	1.0	48.0	2.0	E	E
$15.0				32.0				5.0		40.0	40.0	E	G
				29.8				5.0	1.0	40.0		F	F
	29.2	0.0	29.2					5.0	1.0	40.0	13.0	F	F
				28.9				5.0		40.0		E	E
				28.2				5.0	1.0	42.5	1.0		
	28.2	5.1	33.3					5.0		44.0	20.0	2.5	2.5
				27.4				5.0	2.0	40.0	30.0	E	E
				27.1	26.5	28.0	29.0	5.0	1.0	40.0	12.8	E	F
				26.4				5.0		40.0		E	D
				26.0				5.0	1.0	40.0	12.0	E	F
				26.0				5.0	1.0	40.0	12.0	E	F
				25.2				5.0	2.0	40.0		F	F
				24.7	24.4	24.7	25.5	5.0	1.0	40.0	22.0	E	E
				24.4	22.0	23.2	24.4	5.0	2.0	40.0		0	E
				23.4				5.0	2.0	40.0		F	F
				22.6				5.0		40.0		E	E
				22.4				5.0		40.0		E	D
NO. IN POS: 272													
$ 19.9 WT'D AVG:	$ 33.0	$ 1.1	$ 34.1	$ 25.9									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER -- UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9				$ 37.9				5.0		48.0	8.0	E	G
AND BELOW	$ 33.6	$ 0.0	$ 33.6		$ 30.0	$ 34.8	$ 39.7	6.0	1.0	48.0	2.0	E	E
				30.9				5.0	1.0	40.0	12.0	E	F
				28.7				5.0		40.0		E	E
				27.4				5.0	2.0	40.0	30.0	E	E
				26.8	25.5	27.0	28.4	5.0	1.0	40.0	12.8	E	F
				26.5				5.0		40.0		E	D
				26.2				5.0		40.0		E	D
				26.0				5.0	1.0	40.0	12.0	E	F
				25.2				5.0	2.0	40.0		F	F
				23.7				5.0	1.0	45.0	26.0	E	E
				23.4				5.0	2.0	40.0		F	F
				22.9	22.0	23.2	24.4	5.0	2.0	40.0		0	E
				22.8				5.0		40.0		E	E
				17.0				6.0	5.0	50.0	3.0	B	B
NO. IN POS: 184													
$ 12.6 WT'D AVG:	$ 33.6	$ 0.0	$ 33.6	$ 24.3									
NO SCOPE REPORTED				$ 32.4				5.0		40.0			
				30.7				5.0		40.0			
				28.3				5.0		40.0		1.5	
				28.1				5.0	1.0	40.0	1.0	E	E
				28.0				5.0		40.0			
NO. IN POS: 137													
WT'D AVG:				$ 29.8									
NO. IN POS: 1200													
$ 44.0 POSITION AVG:	$ 31.0	$ 0.9	$ 31.9	$ 27.5									

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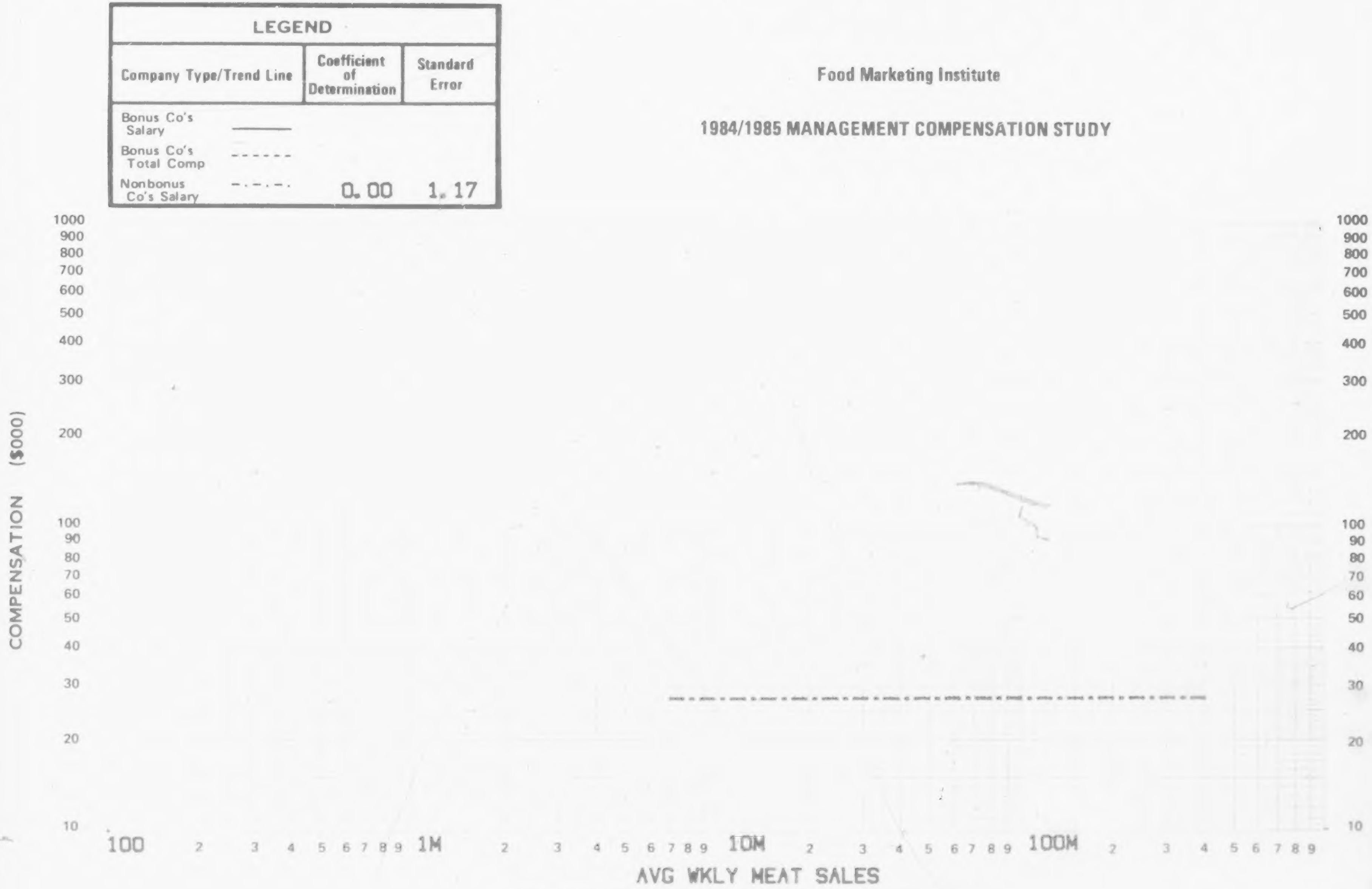
1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #44 - MEAT DEPARTMENT
MGR -- UNION

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER -- NON-UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0 AND ABOVE	$ 33.4	$ 13.8	$ 47.2					5.5	1.0	48.0		B	D
				$ 30.5				5.0	1.0	45.0	12.0	160	160
	30.5	2.7	33.2					5.0		40.0	6.0	E	E
				29.2	$ 28.5	$ 29.3	$ 30.0	5.0		45.0		B	A
				28.6				5.0		50.0	1.0	B	B
				28.5				5.0	1.0	40.0	13.0	E	E
	27.8	0.0	27.8		26.5	28.4	30.2	5.0	1.0	45.0	26.0	E	E
	27.3	1.2	28.5					5.0	1.0	48.0		C	C
	27.3	1.3	28.6					5.0	1.0	48.0		C	C
				26.9									
				26.0				5.0	.5	44.0		0	E
	24.1	2.4	26.5					6.0	2.0	44.0	12.0	E	D
				19.3				5.0	.5	44.0		0	E
NO. IN POS: 157													
$ 88.6 WT'D AVG:	$ 30.6	$ 4.3	$ 34.9	$ 24.9									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER -- NON-UNION

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES			TOTAL	COMPANIES				#	#	#	#	SUN.	HOL.
($THOU)	SALARY	BONUS	COMP	SALARY	MIN	MID	MAX	DYS.	NTS.	HRS.	SUN.	PAY	PAY
$49.9	$ 38.3	$ 1.8	$ 40.1					5.5		55.0	12.0	B	A
TO				$ 33.7	$ 29.9	$ 32.8	$ 34.3	5.0	2.0	45.0	10.0	220	C
$35.0				30.6				5.0	1.0	45.0	12.0	160	160
				29.3	24.8	29.3	33.7	5.0		45.0		B	A
	29.3	2.7	32.0										
	28.7	0.0	28.7		26.0	27.3	28.6	5.0	1.0	45.0	26.0	E	E
				28.6				5.0		50.0	1.0	B	B
				28.3				5.0	1.0	45.0	12.0	160	160
	28.0	1.4	29.4		22.1	25.4	28.6	4.7		46.4	3.6		
				27.5				5.0	1.0	40.0	13.0	E	E
				24.3				5.0	1.0	40.0		E	E
				24.1				5.2	1.0	42.5	.5		
				24.1									
	23.6	2.4	26.0					6.0	2.0	44.0	12.0	E	D
				23.0	22.0	23.0	24.0	5.0	1.0	40.0	1.0	1.5	1.5
				19.3				5.0		50.0	1.0	B	B
NO. IN POS: 128													
$ 42.0 WT'D AVG:	$ 29.3	$ 2.0	$ 31.3	$ 27.1									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER -- NON-UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$34.9	$ 37.3	$ 1.7	$ 39.0					5.5		55.0	12.0	B	A
TO				$ 30.1				5.0	1.0	45.0	12.0	160	160
$25.0				28.2				5.0	1.0	45.0	12.0	160	160
	28.2	1.4	29.6					5.0		40.0	6.0	E	E
	27.6	0.0	27.6		$ 26.0	$ 27.3	$ 28.6	5.0	1.0	45.0	26.0	E	E
				27.0	25.3	27.4	29.5	5.0		45.0		B	A
				26.8				5.0	1.0	40.0	13.0	E	E
	26.5	0.3	26.8					5.0		40.0	10.0	E	E
				24.8				5.0	1.0	40.0		E	E
	24.0	1.2	25.2					5.5		47.0	1.0		
				23.8				5.2	1.0	42.5	.5		
	23.3	2.3	25.6					6.0	1.0	44.0	12.0	E	D
				22.8									
	22.1	0.0	22.1		22.1	25.4	28.6	4.5		45.0	5.0		
				19.4				5.0	2.0	45.0	1.0	B	B
				19.3				5.0	1.0	40.0	26.0		
	17.6	1.1	18.7		16.9	18.0	19.0	5.0	1.0	44.0	10.0	E	E
NO. IN POS: 192													
$ 29.5 WT'D AVG:	$ 27.3	$ 1.4	$ 28.7	$ 25.5									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER -- NON-UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9	$ 35.5	$ 1.3	$ 36.8					5.5		55.0	12.0	B	A
TO	33.0	0.5	33.5					5.5		55.0	12.0	B	A
$15.0				$ 31.4	$ 29.1	$ 31.7	$ 33.3	5.0	2.0	45.0	10.0	220	C
				29.8				5.0	1.0	45.0	12.0	160	160
				27.6	25.0	28.1	31.2	5.0		45.0		E	E
	27.3	0.0	27.3		25.0	26.5	28.0	5.0	1.0	45.0	26.0	E	E
	26.5	0.3	26.8					5.0		40.0	10.0	E	E
				26.2				5.0	1.0	40.0	13.0	E	E
	26.0	1.7	27.7		22.1	25.4	28.6	5.0		45.0	5.0		
	25.3	1.5	26.8					5.0		40.0	6.0	E	E
				24.8				5.0	.5	44.0			F
				23.4				5.2	1.0	42.5	.5		
				23.3				5.0	1.0	40.0		E	E
	22.8	2.3	25.1					6.0	1.0	44.0	12.0	E	D
	22.1	0.9	23.0					5.5		45.0	1.0		
	22.1	0.0	22.1										
				22.0	18.2	22.0	25.8	5.0	3.0	45.0		E	
				21.6				5.0	1.0	40.0	26.0		
				21.1									
				18.4				5.0	2.0	40.0	1.0	B	B
				17.2				5.0	2.0	40.0	1.0	B	B
	16.1	1.2	17.3		15.9	16.5	18.0	5.0	1.0	44.0	10.0	E	E
NO. IN POS: 407													
$ 20.1 WT'D AVG:	$ 25.2	$ 1.4	$ 26.6	$ 23.2									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER -- NON-UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9 AND BELOW				$ 31.1	$ 29.1	$ 31.7	$ 33.3	5.0	2.0	45.0	10.0	220	C
				30.4				5.0	1.0	45.0	12.0	160	160
				27.8				5.5	1.0	44.0			C
	$ 25.7	$ 0.0	$ 25.7		25.0	26.5	28.0	5.0	1.0	45.0	26.0	E	E
				24.1	19.2	24.2	29.1	5.0		45.0		E	E
	22.1	2.2	24.3					6.0	1.0	44.0	12.0	E	D
	20.8	0.8	21.6					5.5		44.0	1.0		
				19.3				5.0	1.0	40.0	26.0		
				19.1									
				18.1				5.0	2.0	40.0	1.0	B	B
				16.9				5.5	1.0	44.0	35.0	A	C
				16.8				5.0	2.0	40.0	1.0	B	B
	15.6	1.1	16.7		15.3	16.3	17.2	5.0	1.0	44.0	10.0	E	E
NO. IN POS: 130 WT'D $ 10.2 AVG:	$ 19.6	$ 1.4	$ 21.0	$ 23.5									
NO SCOPE REPORTED NO. IN POS: 39 WT'D	$ 25.4	$ 0.0	$ 25.4					5.0	2.0	43.0			
NO. IN POS: 1053 POSITION $ 34.0 AVG:	$ 26.6	$ 2.0	$ 28.6	$ 24.3									

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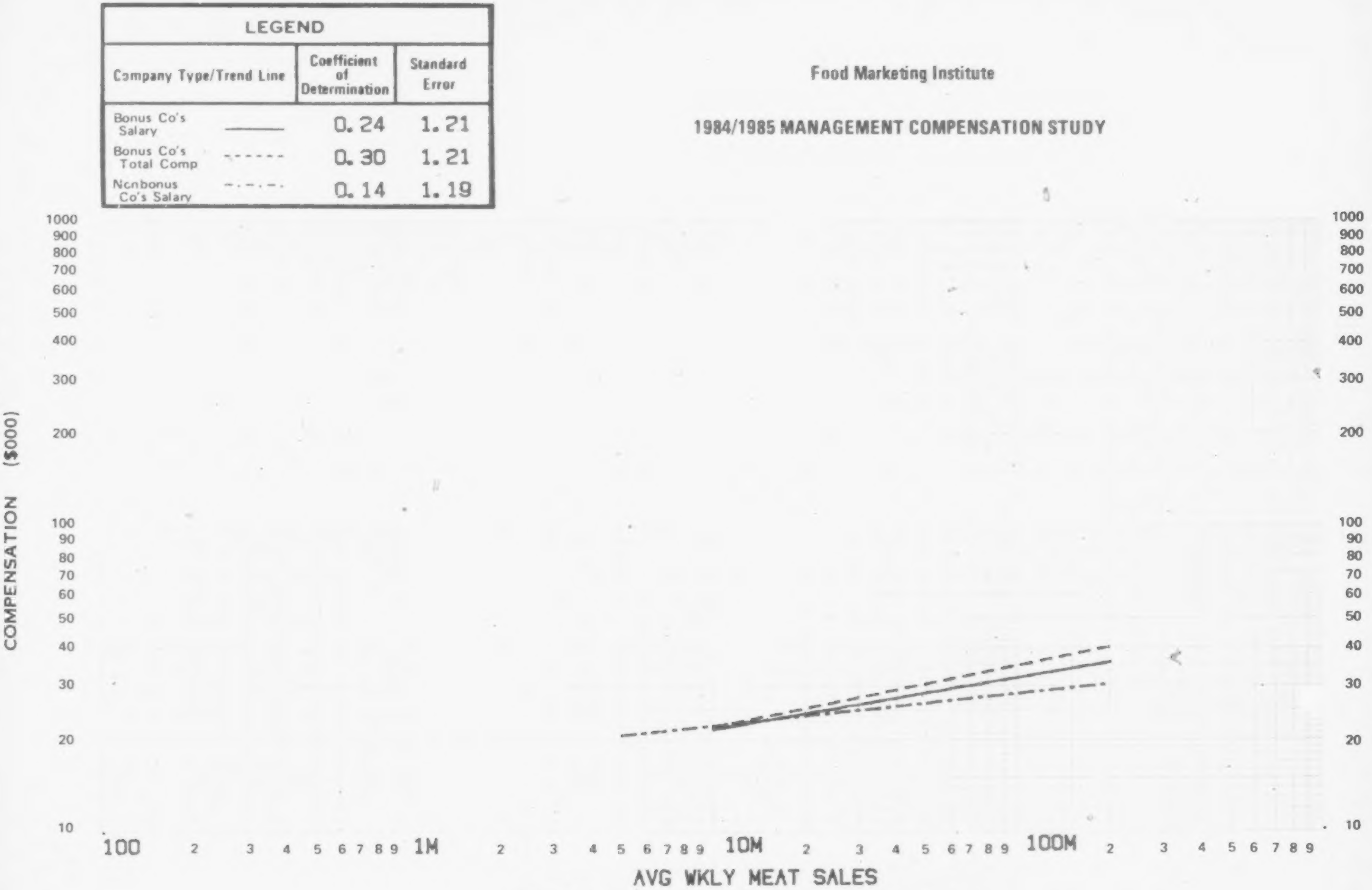
1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #44 - MEAT DEPARTMENT
MGR -- NON-UNION

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - TRANS/TRAFFIC MANAGER
(CO/DIV -WIDE RESP)

Directly responsible for efficient, economical, and safe delivery of the company's/division's products to retail stores. Establishes policies and procedures in accordance with applicable federal and state laws. May have responsibility for fleet maintenance.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	VICE PRESIDENT	$ 82.4	$ 12.4	$ 94.8				
	SENIOR V.P.	75.8	22.0	97.8		$ 52.7	$ 65.9	$ 79.1
	SENIOR V.P.	68.3	4.8	73.1		49.3	64.6	78.6
	GROUP EXEC.	65.5	22.5	88.0		53.3	66.5	79.9
	C.O.O.	65.2	30.8	96.0				
	VICE PRESIDENT	64.5	7.5	72.0		45.0	56.2	67.5
	DIV. V.P./MGR.	63.5	26.0	89.5		47.3	56.1	64.9
	EXEC. V.P.	63.5	13.6	77.1		46.5	62.0	77.5
	SENIOR V.P.	53.0	9.5	62.5				
	SENIOR V.P.	50.0	4.2	54.2		34.0	43.5	52.9
		36.6	7.0	43.6				
	GROUP EXEC.	29.5	0.0	29.5		25.9	32.5	39.3
	NO IN POSITION: 13							
$ 2458.7	WEIGHTED GROUP AVG:	$ 60.2	$ 14.7	$ 74.9				

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - TRANS/TRAFFIC MANAGER
(CO/DIV -WIDE RESP)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9					$ 75.0			
AND BELOW	C.O.O.				56.0	$ 41.8	$ 54.3	$ 66.8
	VICE PRESIDENT	$ 54.7	$ 11.6	$ 66.3		42.8	50.7	58.7
	EXEC. V.P.	50.0	0.0	50.0				
	DIV. V.P./MGR.	48.0	6.7	54.7				
	ASST. V.P./DIR	46.0	10.0	56.0		33.2	39.2	45.2
	C.O.O.				39.4	30.0	35.0	40.0
	VICE PRESIDENT	38.2	0.0	38.2		38.4	48.1	57.7
	VICE PRESIDENT				36.6	31.2	38.2	45.2
	DIV. V.P./MGR.	35.4	0.0	35.4				
	MANAGER	32.7	4.0	36.7				
	VICE PRESIDENT	31.8	0.0	31.8		29.4	34.4	40.3
	ASST. V.P./DIR				16.9			
	NO IN POSITION: 14							
$ 561.9	WEIGHTED GROUP AVG:	$ 42.1	$ 4.0	$ 46.1	$ 40.1			
	NO IN POSITION: 27							
$ 1475.2	POSITION AVERAGE:	$ 53.3	$ 10.7	$ 64.0	$ 40.1			

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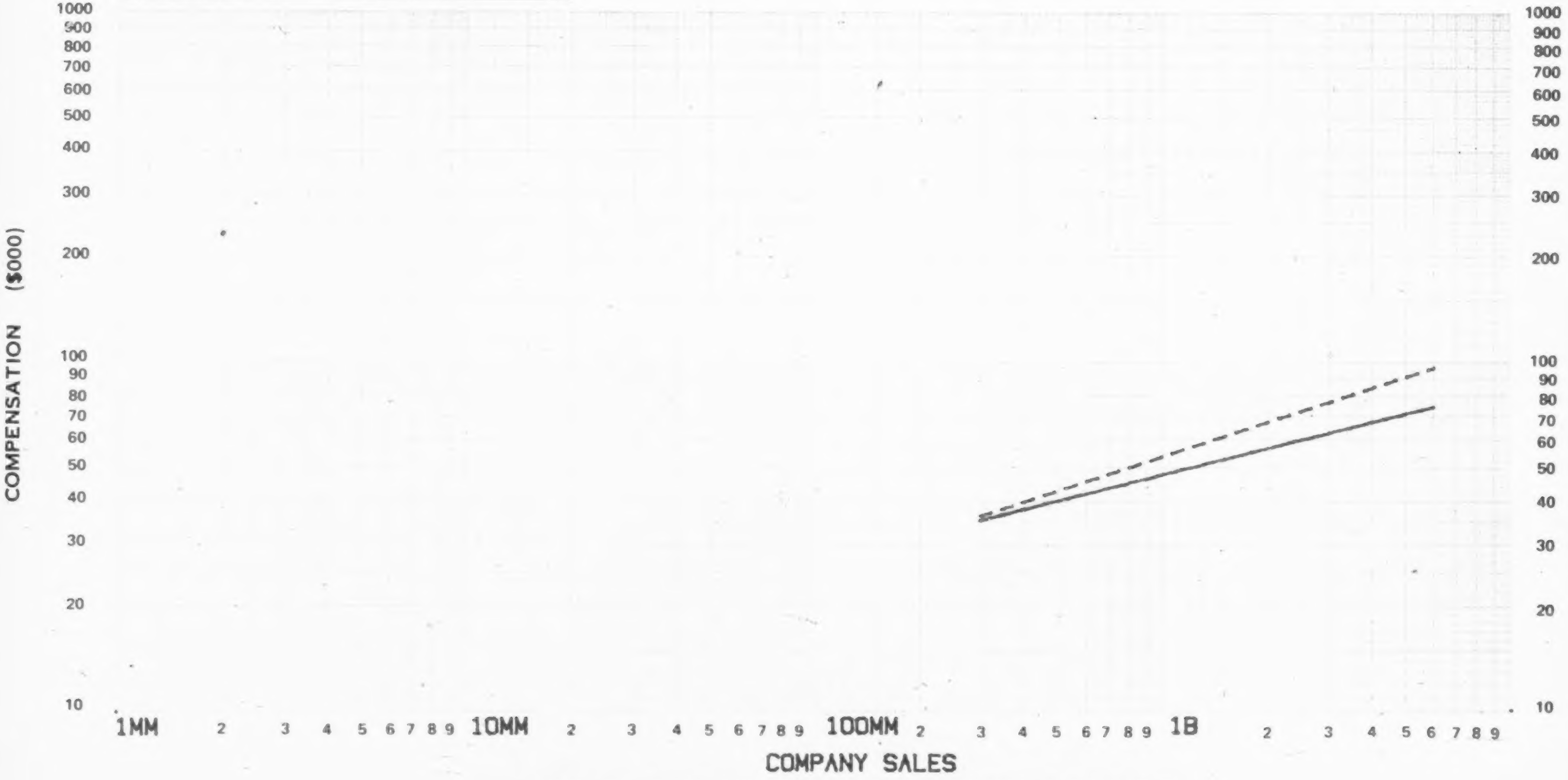
1984/1985 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.38	1.28
Bonus Co's Total Comp	- - - - - -	0.40	1.36
Nonbonus Co's Salary	—·—·—·		



SURVEY POSITION #45 - TRANS/TRAFFIC MANAGER
(CO/DIV -WIDE RESP)

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - TRANS/TRAFFIC MANAGER
(SINGLE WAREHOUSE)

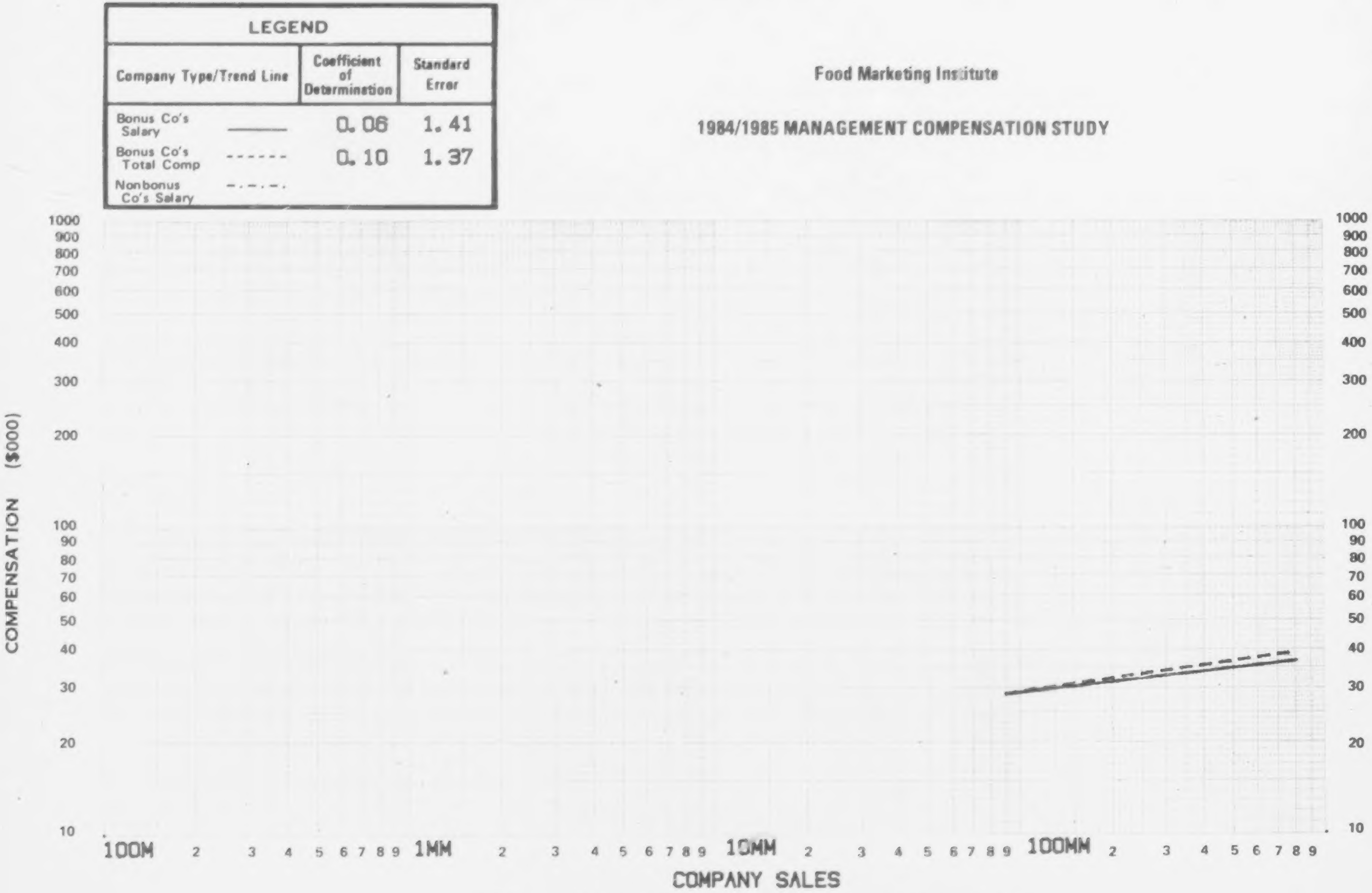
Directly responsible for efficient, economical, and safe delivery of the company's/division's products for a single warehouse/facility. Establishes policies and procedures in accordance with applicable federal and state laws. May have responsibility for fleet maintenance.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$3000.0 AND BELOW	CEO/PRESIDENT	$ 75.0	$ 0.0	$ 75.0				
	VICE PRESIDENT				$ 37.3			
	VICE PRESIDENT	35.2	0.0	35.2		$ 31.2	$ 34.9	$ 38.7
	VICE PRESIDENT	35.0	5.3	40.3				
	MANAGER				35.0			
	DIV. V.P./MGR.	33.9	1.0	34.9		28.8	31.8	39.7
	DIV. V.P./MGR.	33.8	0.8	34.6		28.8	31.8	39.7
	DIV. V.P./MGR.	33.3	2.9	36.2		28.8	31.8	39.7
	DIV. V.P./MGR.	33.3	1.0	34.3		28.8	31.8	39.7
	BOARD OF DIR.				29.3			
	VICE PRESIDENT				28.5			
	GROUP EXEC.	24.4	0.8	25.2				
	DIV. V.P./MGR.	24.0	3.6	27.6				
	NO IN POSITION: 13							
$ 883.2	WEIGHTED GROUP AVG:	$ 36.4	$ 1.7	$ 38.1	$ 32.5			

	NO IN POSITION: 13				
$ 883.2	POSITION AVERAGE:	$ 36.4	$ 1.7	$ 38.1	$ 32.5

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.06	1.41
Bonus Co's Total Comp	------	0.10	1.37
Nonbonus Co's Salary	-.-.-.		

SURVEY POSITION #46 - TRANS/TRAFFIC MANAGER
(SINGLE WAREHOUSE)

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

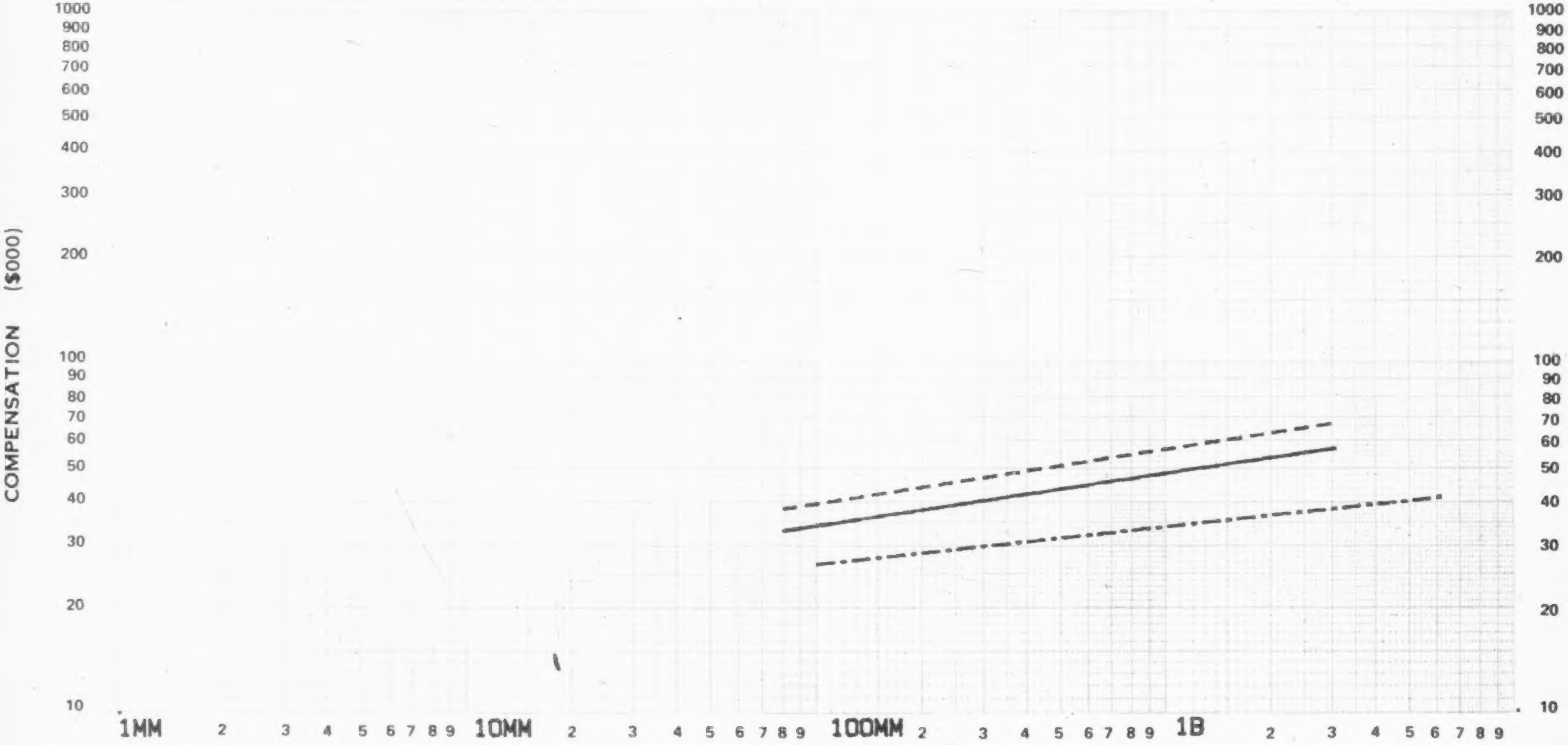
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$1000.0 AND ABOVE	DIV. V.P./MGR.	$ 66.0	$ 9.9	$ 75.9				
	ASST. V.P./DIR	62.0	4.4	66.4		$ 41.8	$ 54.8	$ 67.3
	ASST. V.P./DIR	61.9	4.3	66.2				
	ASST. V.P./DIR	61.4	4.4	65.8				
	ASST. V.P./DIR	57.9	4.0	61.9				
	ASST. V.P./DIR	56.4	3.9	60.3				
	REG. V.P./MGR.	50.0	1.6	51.6				
	VICE PRESIDENT	49.4	6.4	55.8				
	MANAGER				$ 48.9	38.3	51.0	63.8
	DIV. V.P./MGR.				48.5			
	DIV. V.P./MGR.	44.1	14.8	58.9				
	REG. V.P./MGR.	43.4	5.5	48.9				
	REG. V.P./MGR.	37.9	38.7	76.6				
	DIV. V.P./MGR.				37.8	35.8	43.8	51.8
	DIV. V.P./MGR.				37.5	28.6	34.3	40.0
	DIV. V.P./MGR.				37.3			
	REG. V.P./MGR.	36.0	16.4	52.4				
	DIV. V.P./MGR.				33.3	28.6	34.3	40.0
	DIV. V.P./MGR.				32.3			
	DIV. V.P./MGR.				32.0			
	DIV. V.P./MGR.				29.8			
	DIV. V.P./MGR.				29.5			
	DIV. V.P./MGR.				28.0			
	DIV. V.P./MGR.				28.0			
	NO IN POSITION: 47							
$ 2806.7	WEIGHTED GROUP AVG:	$ 48.0	$ 12.3	$ 60.3	$ 40.7			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - WAREHOUSE MANAGER (W/TRANSPORTATION)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	CEO/PRESIDENT	$ 68.0	$ 0.0	$ 68.0				
AND BELOW	EXEC. V.P.				$ 52.0			
		49.8	8.5	58.3		$ 41.9	$ 52.4	$ 62.8
	VICE PRESIDENT	45.0	6.8	51.8				
	VICE PRESIDENT	42.9	6.4	49.3				
	EXEC. V.P.				42.0			
	ASST. V.P./DIR	41.1	3.0	44.1				
	SENIOR V.P.	40.2	20.0	60.2				
	C.O.O.	40.0	6.6	46.6				
	VICE PRESIDENT	38.8	5.8	44.6				
	VICE PRESIDENT	38.6	5.8	44.4				
	CEO/PRESIDENT	35.2	6.4	41.6		30.0	35.0	40.0
	SENIOR V.P.				35.0			
		33.1	0.0	33.1				
	C.O.O.				28.3	25.0	30.0	35.0
	ASST. V.P./DIR				25.0	19.0	23.7	28.9
	NO IN POSITION: 16							
$ 425.9	WEIGHTED GROUP AVG:	$ 43.0	$ 6.3	$ 49.3	$ 36.5			
	NO IN POSITION: 63							
$ 2202.1	POSITION AVERAGE:	$ 46.5	$ 10.4	$ 56.9	$ 39.9			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.40	1.19
Bonus Co's Total Comp	------	0.48	1.16
Nonbonus Co's Salary	-.-.-.	0.23	1.20



SURVEY POSITION #47 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
300.0 AND ABOVE	CEO/PRESIDENT	$ 68.0	$ 0.0	$ 68.0				
	DIV. V.P./MGR.	66.0	9.9	75.9				
	ASST. V.P./DIR	61.9	4.3	66.2		$ 41.8	$ 54.8	$ 67.3
	ASST. V.P./DIR	61.4	4.4	65.8				
	ASST. V.P./DIR	57.9	4.0	61.9				
	MANAGER				$ 48.9	38.3	51.0	63.8
	DIV. V.P./MGR.				48.5			
	DIV. V.P./MGR.	44.1	14.8	58.9				
	C.O.O.	40.0	6.6	46.6				
	REG. V.P./MGR.	37.9	38.7	76.6				
	DIV. V.P./MGR.				37.8	35.8	43.8	51.8
	CEO/PRESIDENT	35.2	6.4	41.6		30.0	35.0	40.0
	C.O.O.				28.3	25.0	30.0	35.0
	NO IN POSITION: 35							
645.9	WEIGHTED GROUP AVG:	$ 47.5	$ 12.8	$ 60.3	$ 46.4			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

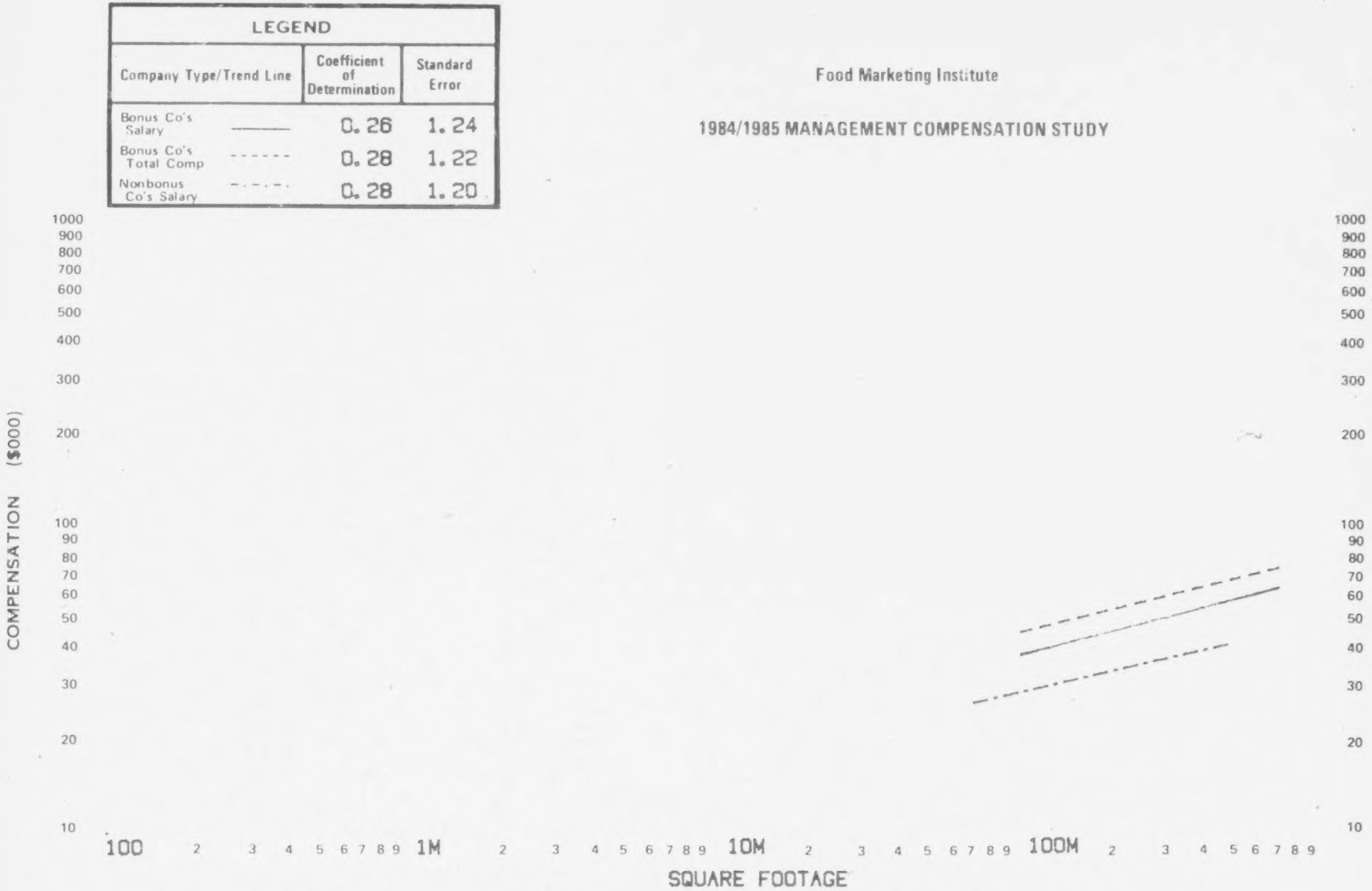
SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
299.9 TO 150.0	ASST. V.P./DIR	$ 62.0	$ 4.4	$ 66.4		$ 41.8	$ 54.8	$ 67.3
	ASST. V.P./DIR	56.4	3.9	60.3		41.8	54.8	67.3
		49.8	8.5	58.3		41.9	52.4	62.8
	VICE PRESIDENT	49.4	6.4	55.8				
	ASST. V.P./DIR	41.1	3.0	44.1				
	DIV. V.P./MGR.				$ 37.5	28.6	34.3	40.0
	DIV. V.P./MGR.				37.3			
	REG. V.P./MGR.	36.0	16.4	52.4				
	DIV. V.P./MGR.				33.3	28.6	34.3	40.0
	DIV. V.P./MGR.				32.3			
	DIV. V.P./MGR.				29.8			
	DIV. V.P./MGR.				29.5			
	DIV. V.P./MGR.				28.0			
	DIV. V.P./MGR.				28.0			
	NO IN POSITION:	15						
213.5	WEIGHTED GROUP AVG:	$ 49.1	$ 7.1	$ 56.2	$ 32.0			
149.9 AND BELOW	EXEC. V.P.				$ 52.0			
	REG. V.P./MGR.	$ 50.0	$ 1.6	$ 51.6				
	REG. V.P./MGR.	43.4	5.5	48.9				
	EXEC. V.P.				42.0			
	SENIOR V.P.	40.2	20.0	60.2				
		33.1	0.0	33.1				
	DIV. V.P./MGR.				32.0	$ 28.6	$ 34.3	$ 40.0
	ASST. V.P./DIR				25.0	19.0	23.7	28.9
	NO IN POSITION:	8						
92.8	WEIGHTED GROUP AVG:	$ 41.7	$ 6.8	$ 48.5	$ 37.8			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 45.0	$ 6.8	$ 51.8				
	VICE PRESIDENT	42.9	6.4	49.3				
	VICE PRESIDENT	38.8	5.8	44.6				
	VICE PRESIDENT	38.6	5.8	44.4				
	SENIOR V.P.				$ 35.0			
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 41.3	$ 6.2	$ 47.5	$ 35.0			
	NO IN POSITION: 63							
457.7	POSITION AVERAGE:	$ 46.5	$ 10.4	$ 56.9	$ 39.9			

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #47 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - WAREHOUSE MANAGER (WITHOUT TRANS.)

Responsibility for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
COMPANY SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$2000.0 AND ABOVE	VICE PRESIDENT	$ 64.5	$ 6.0	$ 70.5		$ 45.0	$ 56.2	$ 67.5
	DIV. V.P./MGR.	58.8	24.2	83.0		44.9	53.3	61.7
	DIV. V.P./MGR.	56.0	18.1	74.1		40.7	48.2	55.7
	DIV. V.P./MGR.	53.3	16.4	69.7		42.8	50.7	58.7
	DIV. V.P./MGR.	52.5	11.5	64.0		40.7	48.2	55.7
	DIV. V.P./MGR.	52.1	16.4	68.5		42.8	50.7	58.7
	ASST. V.P./DIR	52.1	10.7	62.8				
	ASST. V.P./DIR	52.1	10.7	62.8				
	ASST. V.P./DIR	52.1	10.7	62.8				
	ASST. V.P./DIR	52.1	10.7	62.8				
		52.0	5.6	57.6				
		52.0	5.5	57.5				
		49.0	5.2	54.2				
	VICE PRESIDENT				$ 48.5			
		46.7	5.0	51.7				
		45.4	4.9	50.3				
	GROUP EXEC.	45.1	6.0	51.1		36.1	44.5	52.8
		42.0	4.6	46.6				
	MANAGER				37.0			
	MANAGER				36.5			
	NO IN POSITION: 22							
$ 2833.3	WEIGHTED GROUP AVG:	$ 50.9	$ 9.7	$ 60.6	$ 40.7			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1999.9	ASST. V.P./DIR				$ 54.6	$ 48.0	$ 54.0	$ 60.5
TO	VICE PRESIDENT	$ 46.8	$ 8.4	$ 55.2		33.8	42.2	50.6
$1000.0	VICE PRESIDENT				43.2	37.2	42.8	48.4
	MANAGER				41.1	31.5	39.4	47.3
		40.0	7.0	47.0				
	VICE PRESIDENT	38.4	6.3	44.7		30.7	38.4	46.1
	VICE PRESIDENT	37.6	1.9	39.5		30.5	39.0	47.4
	MANAGER				37.2	31.5	39.4	47.3
	GROUP EXEC.	34.5	0.0	34.5		27.2	34.4	41.7
	NO IN POSITION: 25							
$ 1543.3	WEIGHTED GROUP AVG:	$ 39.4	$ 5.3	$ 44.7	$ 44.8			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - WAREHOUSE MANAGER (WITHOUT TRANS.)

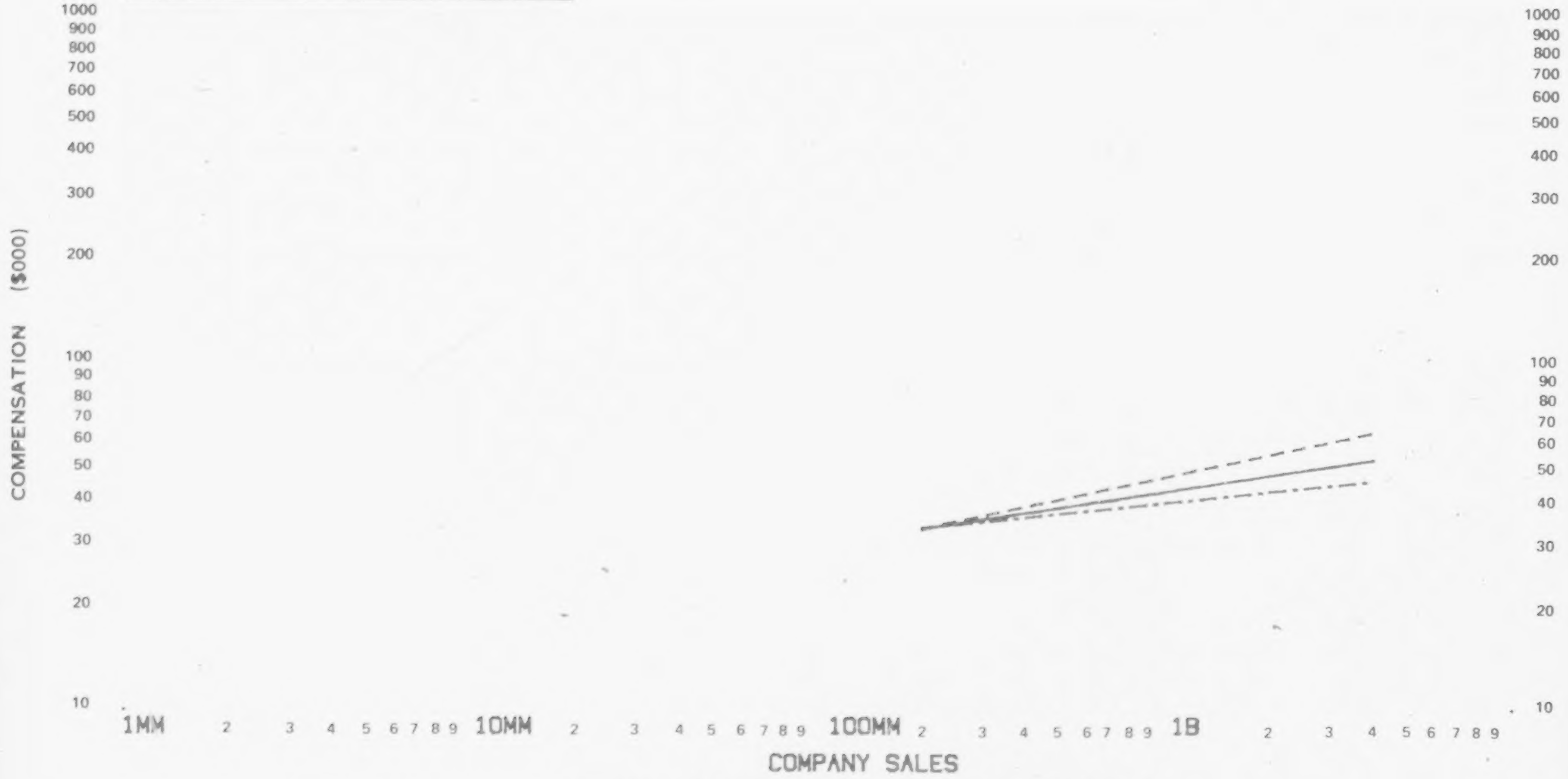
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9		$ 58.0	$ 0.0	$ 58.0		$ 41.9	$ 52.4	$ 62.8
TO	C.O.O.				$ 55.0	41.8	54.3	66.8
$500.0	VICE PRESIDENT	49.6	7.6	57.2		35.1	41.4	47.7
	VICE PRESIDENT	44.9	0.0	44.9		40.8	51.0	61.2
	VICE PRESIDENT	44.8	6.3	51.1		35.1	41.4	47.7
	VICE PRESIDENT				44.0	34.4	42.0	49.9
					42.0	35.1	43.3	51.6
	DIV. V.P./MGR.	41.7	5.9	47.6				
					40.8	33.3	40.9	48.6
	DIV. V.P./MGR.	40.3	1.8	42.1				
	VICE PRESIDENT	39.6	0.0	39.6		29.4	34.4	40.3
					39.1	33.3	40.9	48.6
	DIV. V.P./MGR.	38.1	1.1	39.2				
	DIV. V.P./MGR.	38.0	4.8	42.8				
	DIV. V.P./MGR.	37.9	1.6	39.5				
					37.4			
					37.4	31.5	38.5	45.6
	VICE PRESIDENT				37.1	31.2	38.2	45.2
	DIV. V.P./MGR.	36.5	1.2	37.7				
	DIV. V.P./MGR.	36.4	0.0	36.4				
	DIV. V.P./MGR.	35.4	0.0	35.4				
	MANAGER	34.2	6.0	40.2				
	VICE PRESIDENT	33.6	0.0	33.6		29.4	34.4	40.3
	MANAGER	32.7	10.0	42.7				
	VICE PRESIDENT				26.2	29.4	34.4	40.3
	NO IN POSITION: 28							
$ 722.0	WEIGHTED GROUP AVG:	$ 40.9	$ 3.5	$ 44.4	$ 39.9			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9	EXEC. V.P.	$ 50.0	$ 0.0	$ 50.0				
AND BELOW	ASST. V.P./DIR	38.5	1.0	39.5				
	EXEC. V.P.				$ 35.4			
	VICE PRESIDENT	35.2	0.0	35.2		$ 29.1	$ 32.7	$ 36.2
					31.8			
	ASST. V.P./DIR				28.6			
					27.2			
	GROUP EXEC.	27.0	0.8	27.8				
	NO IN POSITION:	15						
$ 181.8	WEIGHTED GROUP AVG:	$ 33.0	$ 0.7	$ 33.7	$ 29.8			
	NO IN POSITION:	90						
$ 1376.2	POSITION AVERAGE:	$ 42.5	$ 5.4	$ 47.9	$ 39.8			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.45	1.18
Bonus Co's Total Comp	- - - - - -	0.51	1.19
Nonbonus Co's Salary	—·—·—·	0.30	1.19



SURVEY POSITION #48 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

Responsibility for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
500.0 AND ABOVE	DIV. V.P./MGR.	$ 58.8	$ 24.2	$ 83.0		$ 44.9	$ 53.3	$ 61.7
		58.0	0.0	58.0		41.9	52.4	62.8
	C.O.O.				$ 55.0	41.8	54.3	66.8
		52.0	5.6	57.6				
		52.0	5.5	57.5				
		49.0	5.2	54.2				
	GROUP EXEC.	45.1	6.0	51.1		36.1	44.5	52.8
	VICE PRESIDENT	44.9	0.0	44.9		40.8	51.0	61.2
	VICE PRESIDENT				44.0	34.4	42.0	49.9
	DIV. V.P./MGR.	41.7	5.9	47.6				
	DIV. V.P./MGR.	36.4	0.0	36.4				
	NO IN POSITION: 14							
658.2	WEIGHTED GROUP AVG:	$ 47.5	$ 5.8	$ 53.3	$ 49.5			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

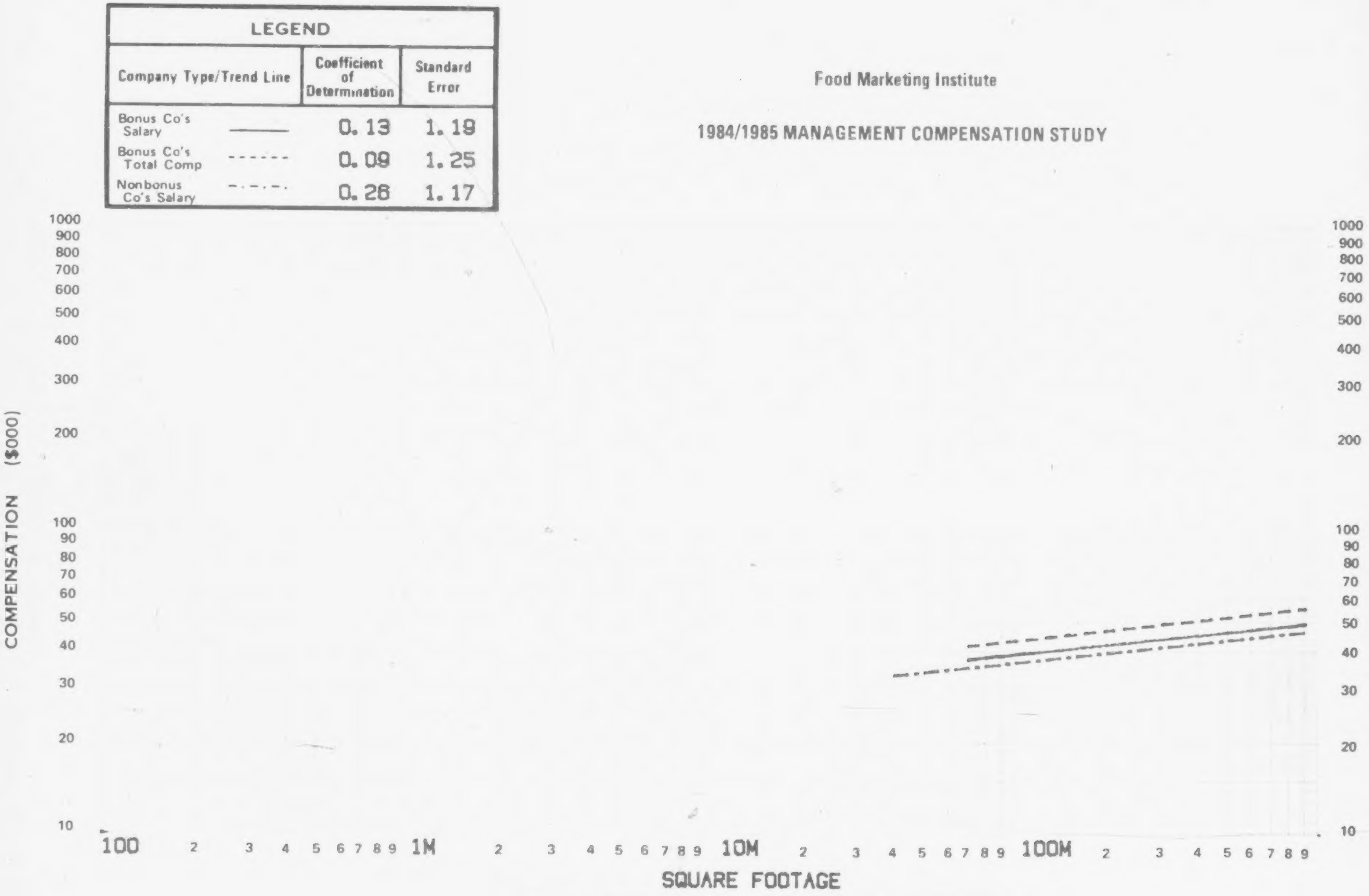
SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
499.9	ASST. V.P./DIR				$ 54.6	$ 48.0	$ 54.0	$ 60.5
TO	DIV. V.P./MGR.	$ 53.3	$ 16.4	$ 69.7		42.8	50.7	58.7
250.0	DIV. V.P./MGR.	52.5	11.5	64.0		40.7	48.2	55.7
	ASST. V.P./DIR	52.1	10.7	62.8				
	VICE PRESIDENT	49.6	7.6	57.2		35.1	41.4	47.7
	VICE PRESIDENT	46.8	8.4	55.2		33.8	42.2	50.6
		46.7	5.0	51.7				
		45.4	4.9	50.3				
					42.0	35.1	43.3	51.6
		42.0	4.6	46.6				
	DIV. V.P./MGR.	40.3	1.8	42.1				
	VICE PRESIDENT	39.6	0.0	39.6		29.4	34.4	40.3
	DIV. V.P./MGR.	38.1	1.1	39.2				
	DIV. V.P./MGR.	38.0	4.8	42.8				
	DIV. V.P./MGR.	37.9	1.6	39.5				
	MANAGER				37.2	31.5	39.4	47.3
	MANAGER	34.2	6.0	40.2				
	GROUP EXEC.	27.0	0.8	27.8				
	NO IN POSITION: 27							
344.6	WEIGHTED GROUP AVG:	$ 40.4	$ 4.9	$ 45.3	$ 46.7			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
249.9 AND BELOW	DIV. V.P./MGR.	$ 56.0	$ 18.1	$ 74.1		$ 40.7	$ 48.2	$ 55.7
	DIV. V.P./MGR.	52.1	16.4	68.5		42.8	50.7	58.7
	ASST. V.P./DIR	52.1	10.7	62.8				
	ASST. V.P./DIR	52.1	10.7	62.8				
	ASST. V.P./DIR	52.1	10.7	62.8				
	EXEC. V.P.	50.0	0.0	50.0				
	VICE PRESIDENT	44.8	6.3	51.1		35.1	41.4	47.7
	MANAGER				$ 41.1	31.5	39.4	47.3
					40.8	33.3	40.9	48.6
					39.1	33.3	40.9	48.6
	ASST. V.P./DIR	38.5	1.0	39.5				
	VICE PRESIDENT	38.4	6.3	44.7		30.7	38.4	46.1
					37.4	31.5	38.5	45.6
					37.4			
	VICE PRESIDENT				37.1	31.2	38.2	45.2
	MANAGER				37.0			
	MANAGER				36.5			
	DIV. V.P./MGR.	36.5	1.2	37.7				
	EXEC. V.P.				35.4			
	DIV. V.P./MGR.	35.4	0.0	35.4				
	VICE PRESIDENT	33.6	0.0	33.6		29.4	34.4	40.3
	MANAGER	32.7	10.0	42.7				
					31.8			
					27.2			
	VICE PRESIDENT				26.2	29.4	34.4	40.3
	NO IN POSITION: 34							
132.9	WEIGHTED GROUP AVG:	$ 42.5	$ 6.5	$ 49.0	$ 35.4			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - WAREHOUSE MANAGER (WITHOUT TRANS.)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 64.5	$ 6.0	$ 70.5		$ 45.0	$ 56.2	$ 67.5
	VICE PRESIDENT				$ 48.5			
	VICE PRESIDENT				43.2	37.2	42.8	48.4
		40.0	7.0	47.0				
	VICE PRESIDENT	37.6	1.9	39.5		30.5	39.0	47.4
	VICE PRESIDENT	35.2	0.0	35.2		29.1	32.7	36.2
	GROUP EXEC.	34.5	0.0	34.5		27.2	34.4	41.7
	ASST. V.P./DIR				28.6			
	NO IN POSITION: 15							
	WEIGHTED GROUP AVG:	$ 40.9	$ 3.2	$ 44.1	$ 39.8			
	NO IN POSITION: 90							
307.1	POSITION AVERAGE:	$ 42.5	$ 5.4	$ 47.9	$ 39.8			



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.13	1.19
Bonus Co's Total Comp	- - - - - -	0.09	1.25
Nonbonus Co's Salary	–·–·–·	0.26	1.17

SURVEY POSITION #48 - WAREHOUSE MANAGER (WITHOUT TRANS.)

REGIONAL ANALYSIS

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$425.0 AND BELOW	CEO/PRESIDENT	$ 70.0	$ 0.0	$ 70.0				
	VICE PRESIDENT	49.1	0.0	49.1				
		46.5	7.4	53.9		$ 35.1	$ 41.4	$ 47.7
	ASST. V.P./DIR				$ 41.0	35.1	43.1	47.2
	ASST. V.P./DIR	37.7	0.0	37.7		31.9	39.8	47.8
		36.9	2.5	39.4				
					36.0	34.4	42.0	49.9
	VICE PRESIDENT				32.0			
	GROUP EXEC.				30.0	25.0	30.0	35.0
	VICE PRESIDENT				23.6			
	NO IN POSITION: 21							
$ 182.9	WEIGHTED GROUP AVG:	$ 47.1	$ 2.3	$ 49.4	$ 31.5			
NO SCOPE REPORTED	VICE PRESIDENT				$ 29.3			
	ASST. V.P./DIR	$ 28.0	$ 1.3	$ 29.3		$ 19.8	$ 25.3	$ 30.8
	VICE PRESIDENT				24.0	20.3	25.4	30.4
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 28.0	$ 1.3	$ 29.3	$ 26.7			
	NO IN POSITION: 26							
$ 182.9	POSITION AVERAGE:	$ 43.0	$ 2.1	$ 45.1	$ 30.7			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0	VICE PRESIDENT	$ 60.6	$ 0.0	$ 60.6				
AND ABOVE	VICE PRESIDENT	57.7	0.0	57.7				
		51.4	9.5	60.9				
	ASST. V.P./DIR	38.2	0.0	38.2				
	ASST. V.P./DIR	32.1	0.0	32.1		$ 29.3	$ 36.6	$ 43.9
	NO IN POSITION: 10							
$ 128.2	WEIGHTED GROUP AVG:	$ 48.7	$ 3.8	$ 52.5				
$49.9		$ 55.4	$ 16.0	$ 71.4		$ 63.0	$ 79.0	$ 95.0
AND BELOW		39.8	4.9	44.7		28.4	35.6	42.8
	ASST. V.P./DIR	37.5	9.3	46.8				
	ASST. V.P./DIR				$ 35.5	30.3	37.0	43.8
	ASST. V.P./DIR	34.0	0.9	34.9				
		30.7	4.1	34.8		28.6	34.9	41.5
	GROUP EXEC.				30.0	25.0	30.0	35.0
	VICE PRESIDENT				27.3			
	NO IN POSITION: 16							
$ 29.0	WEIGHTED GROUP AVG:	$ 36.6	$ 5.8	$ 42.4	$ 33.5			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #1 - NORTHEAST

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL MEAT SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT				$ 38.0	$ 30.0	$ 38.1	$ 46.2
	VICE PRESIDENT				33.9			
	ASST. V.P./DIR	$ 27.2	$ 0.8	$ 28.0		19.8	25.3	30.8
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 27.2	$ 0.8	$ 28.0	$ 36.0			
	NO IN POSITION: 37							
$ 67.1	POSITION AVERAGE:	$ 37.9	$ 3.5	$ 41.4	$ 34.1			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$30.0	VICE PRESIDENT	$ 69.2	$ 0.0	$ 69.2				
AND ABOVE		46.7	11.8	58.5				
	ASST. V.P./DIR	45.9	0.0	45.9				
		39.0	3.0	42.0		$ 37.4	$ 46.7	$ 56.1
	ASST. V.P./DIR	33.7	0.0	33.7		28.1	35.2	42.2
	NO IN POSITION: 10							
$ 57.9	WEIGHTED GROUP AVG:	$ 50.0	$ 3.8	$ 53.8				
$29.9	VICE PRESIDENT	$ 46.7	$ 0.0	$ 46.7				
AND BELOW	ASST. V.P./DIR	35.6	8.9	44.5				
	ASST. V.P./DIR				$ 34.8	$ 30.3	$ 37.0	$ 43.8
					32.5	28.4	33.3	38.2
	ASST. V.P./DIR	31.7	4.8	36.5		28.6	34.9	41.5
	GROUP EXEC.				30.0	25.0	30.0	35.0
	NO IN POSITION: 14							
$ 15.1	WEIGHTED GROUP AVG:	$ 35.5	$ 4.6	$ 40.1	$ 33.5			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #1 - NORTHEAST

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT				$ 38.2	$ 30.0	$ 38.1	$ 46.2
	VICE PRESIDENT				31.4			
	ASST. V.P./DIR	$ 25.1	$ 0.6	$ 25.7		19.8	25.3	30.8
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 25.1	$ 0.6	$ 25.7	$ 34.8			
	NO IN POSITION: 34							
$ 32.9	POSITION AVERAGE:	$ 38.2	$ 2.9	$ 41.1	$ 33.7			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$200.0 AND BELOW		$ 37.3	$ 4.0	$ 41.3		$ 31.5	$ 37.1	$ 42.8
	VICE PRESIDENT	36.4	0.0	36.4				
		35.3	7.8	43.1				
	VICE PRESIDENT	33.7	0.3	34.0				
	VICE PRESIDENT				$ 33.4	31.2	38.2	45.2
	ASST. V.P./DIR	33.2	0.0	33.2		27.6	34.5	41.4
	VICE PRESIDENT				32.2			
	VICE PRESIDENT	27.5	1.5	29.0		19.1	28.5	37.8
	EXEC. V.P.				26.0			
	NO IN POSITION: 57							
$ 89.3	WEIGHTED GROUP AVG:	$ 34.4	$ 4.0	$ 38.4	$ 32.1			
NO SCOPE REPORTED		$ 40.0	$ 9.0	$ 49.0		$ 38.1	$ 44.8	$ 53.8
	VICE PRESIDENT				$ 36.5	26.7	36.7	46.7
	ASST. V.P./DIR				35.5	30.3	37.0	43.8
	VICE PRESIDENT				30.4	27.2	34.4	41.6
	ASST. V.P./DIR	29.7	6.1	35.8		21.3	26.6	32.7
		28.6	0.0	28.6		22.1	30.5	39.0
	ASST. V.P./DIR	27.4	1.6	29.0		23.4	29.9	36.3
	VICE PRESIDENT				18.6			
	NO IN POSITION: 39							
	WEIGHTED GROUP AVG:	$ 28.7	$ 1.8	$ 30.5	$ 31.1			
	NO IN POSITION: 96							
$ 89.3	POSITION AVERAGE:	$ 32.2	$ 3.2	$ 35.4	$ 31.6			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$80.0	VICE PRESIDENT	$ 42.0	$ 0.0	$ 42.0				
AND BELOW		40.1	5.0	45.1		$ 31.5	$ 37.1	$ 42.8
	ASST. V.P./DIR				$ 37.1	31.2	38.2	45.2
	ASST. V.P./DIR	33.7	0.0	33.7		31.1	38.8	46.6
	VICE PRESIDENT	28.7	1.5	30.2		21.8	26.9	31.9
	EXEC. V.P.				15.0			
	NO IN POSITION: 9							
$ 41.5	WEIGHTED GROUP AVG:	$ 36.9	$ 2.4	$ 39.3	$ 26.0			
NO SCOPE	ASST. V.P./DIR				$ 40.8	$ 30.3	$ 37.0	$ 43.8
REPORTED		$ 38.2	$ 0.0	$ 38.2				
	VICE PRESIDENT				36.1	26.7	36.7	46.7
	VICE PRESIDENT				35.0	27.2	34.4	41.6
	VICE PRESIDENT				26.9			
	ASST. V.P./DIR	25.6	0.8	26.4		23.4	29.9	36.3
	NO IN POSITION: 17							
	WEIGHTED GROUP AVG:	$ 28.1	$ 0.7	$ 28.8	$ 32.2			
	NO IN POSITION: 26							
$ 41.5	POSITION AVERAGE:	$ 33.3	$ 1.6	$ 34.9	$ 31.3			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$35.0		$ 42.7	$ 5.5	$ 48.2		$ 31.5	$ 37.1	$ 42.8
AND BELOW	ASST. V.P./DIR	37.5	0.0	37.5		31.1	38.8	46.6
	VICE PRESIDENT				$ 36.0	31.2	38.2	45.2
	VICE PRESIDENT	35.0	0.0	35.0				
	ASST. V.P./DIR	30.0	1.4	31.4		19.1	22.7	26.3
	EXEC. V.P.				27.2			
	NO IN POSITION: 8							
$ 22.0	WEIGHTED GROUP AVG:	$ 37.6	$ 2.0	$ 39.6	$ 31.6			
NO SCOPE		$ 54.0	$ 5.0	$ 59.0		$ 40.8	$ 51.0	$ 61.2
REPORTED	VICE PRESIDENT				$ 37.6	26.7	36.7	46.7
	ASST. V.P./DIR				34.9	30.3	37.0	43.8
					33.8			
	VICE PRESIDENT				33.0	29.3	37.2	45.0
	ASST. V.P./DIR	28.3	0.9	29.2		23.4	29.9	36.3
	VICE PRESIDENT	28.0	2.0	30.0				
	VICE PRESIDENT				22.2			
	NO IN POSITION: 18							
	WEIGHTED GROUP AVG:	$ 31.8	$ 2.1	$ 33.9	$ 30.7			
	NO IN POSITION: 26							
$ 22.0	POSITION AVERAGE:	$ 34.5	$ 2.1	$ 36.6	$ 30.9			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$80.0		$ 40.6	$ 4.5	$ 45.1				
AND BELOW	ASST. V.P./DIR	35.0	0.0	35.0		$ 26.5	$ 33.1	$ 39.7
		33.7	3.7	37.4		31.5	37.1	42.8
	ASST. V.P./DIR				$ 29.3	28.6	34.9	41.5
	ASST. V.P./DIR				24.0			
	EXEC. V.P.				23.0			
	ASST. V.P./DIR	21.6	1.0	22.6		17.0	19.6	22.2
	NO IN POSITION: 15							
$ 38.5	WEIGHTED GROUP AVG:	$ 35.5	$ 3.0	$ 38.5	$ 26.4			
NO SCOPE	VICE PRESIDENT				$ 39.1	$ 30.0	$ 38.1	$ 46.2
REPORTED	MANAGER				34.8	26.7	34.0	41.5
	ASST. V.P./DIR	$ 32.8	$ 1.7	$ 34.5		23.4	29.9	36.3
	ASST. V.P./DIR				30.0	30.3	37.0	43.8
	VICE PRESIDENT	28.0	2.0	30.0				
					27.4	19.9	27.4	35.0
	VICE PRESIDENT				23.4			
	NO IN POSITION: 14							
	WEIGHTED GROUP AVG:	$ 29.6	$ 1.9	$ 31.5	$ 31.5			
	NO IN POSITION: 29							
$ 38.5	POSITION AVERAGE:	$ 33.4	$ 2.6	$ 36.0	$ 29.8			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #1 - NORTHEAST

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND ABOVE	VICE PRESIDENT	$ 54.0	$ 10.3	$ 64.3		$ 42.8	$ 50.7	$ 58.7
	DIV. V.P./MGR.				$ 50.9	33.1	42.2	51.3
	VICE PRESIDENT	50.7	15.2	65.9		31.8	39.7	49.7
	REG. V.P./MGR.	50.3	18.0	68.3				
	GROUP EXEC.	47.0	20.0	67.0		45.0	56.0	67.0
	DIV. V.P./MGR.	46.3	5.7	52.0		41.0	50.8	60.4
	REG. V.P./MGR.	45.9	30.7	76.6				
	SENIOR V.P.	44.8	8.2	53.0		37.8	49.1	60.4
	ASST. V.P./DIR	42.9	0.0	42.9		37.9	47.4	56.9
	REG. V.P./MGR.	38.5	7.5	46.0		34.4	42.0	49.9
	NO IN POSITION: 47							
$ 176.9	WEIGHTED GROUP AVG:	$ 46.8	$ 12.3	$ 59.1	$ 50.9			

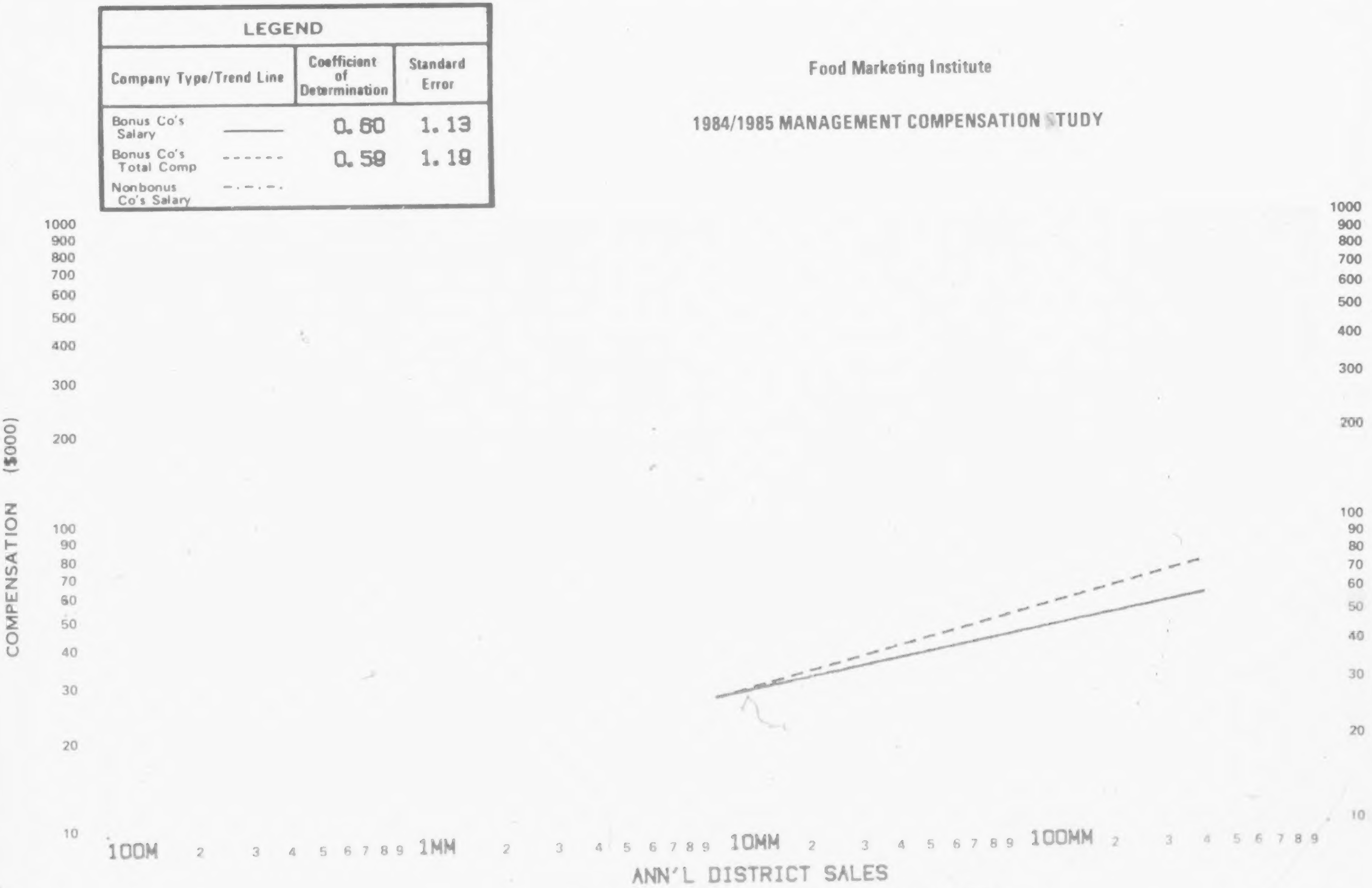
FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #1 - NORTHEAST

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9	VICE PRESIDENT	$ 45.1	$ 8.7	$ 53.8				
TO	VICE PRESIDENT	42.2	7.6	49.8				
$50.0	ASST. V.P./DIR	41.8	0.0	41.8		$ 37.9	$ 47.4	$ 56.9
	SENIOR V.P.	39.8	5.6	45.4				
	REG. V.P./MGR.	39.8	7.5	47.3		34.4	42.0	49.9
	REG. V.P./MGR.	39.3	7.1	46.4		34.4	42.0	49.9
	VICE PRESIDENT	35.4	3.1	38.5				
	REG. V.P./MGR.	34.0	2.4	36.4		34.4	42.0	49.9
	VICE PRESIDENT	33.4	1.3	34.7		23.4	29.9	36.3
	NO IN POSITION: 54							
$ 71.0	WEIGHTED GROUP AVG:	$ 39.6	$ 5.6	$ 45.2				
$49.9	REG. V.P./MGR.	$ 51.1	$ 4.7	$ 55.8				
AND BELOW	DIV. V.P./MGR.	50.7	0.0	50.7				
	REG. V.P./MGR.	38.3	2.4	40.7		$ 34.4	$ 42.0	$ 49.9
	REG. V.P./MGR.	37.0	6.7	43.7		34.4	42.0	49.9
	C.O.O.				$ 35.0			
	C.O.O.				30.0			
	ASST. V.P./DIR	22.4	0.0	22.4		15.1	21.6	23.8
	NO IN POSITION: 19							
$ 15.6	WEIGHTED GROUP AVG:	$ 38.5	$ 0.9	$ 39.4	$ 32.5			
	NO IN POSITION: 120							
$ 103.7	POSITION AVERAGE:	$ 42.1	$ 7.5	$ 49.6	$ 44.8			

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.60	1.13
Bonus Co's Total Comp	- - - - - -	0.58	1.18
Nonbonus Co's Salary	–.–.–.		

SURVEY POSITION #41 - DISTRICT MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0 AND ABOVE	$ 43.9	$ 10.6	$ 54.5		$ 31.5	$ 40.9	$ 50.2	5.0	1.0	50.0	12.0	200	B
	42.4	26.2	68.6					5.0	2.0	47.5	12.0	B	B
	40.7	12.7	53.4					5.0	2.0	50.0	17.0	150	A
	40.3	0.0	40.3		39.5	40.3	41.0	5.0	1.0	52.0	17.0	200	D
	39.3	13.8	53.1					5.0	2.0	47.5	12.0	B	B
	39.2	12.2	51.4		31.7	39.6	47.5	5.0		44.0	12.0	225	
	38.9	5.8	44.7		31.5	39.6	47.7	5.0	1.0	50.0	12.0	200	B
	38.8	9.4	48.2		31.7	39.6	47.5	5.0		44.0	12.0	225	
				$ 38.2	26.7	36.7	46.7		1.0	47.0		172	A
	38.0	0.0	38.0		36.9	38.0	39.0	5.0	1.0	52.0	17.0	200	D
	37.0	3.0	40.0		35.1	43.1	51.2						
	36.2	0.0	36.2		31.2	39.0	46.8	5.0	1.0	48.0	24.0	E	E
				35.8	29.9	33.5	37.1	5.0	2.0	45.0	15.0	150	D
	34.8	4.2	39.0					5.0	1.5	50.0	17.0	F	D
				34.6	26.7	36.7	46.7	5.0	1.0	47.0		172	A
	34.0	2.0	36.0					5.0		40.0		B	B
	33.9	1.4	35.3					5.0	1.5	50.0	17.0	F	D
	33.2	5.9	39.1		28.6	34.9	41.5	5.0	2.0	50.0	1.0	A	A
	33.1	0.0	33.1		26.0	32.6	39.1	5.0	1.0	48.0	24.0	E	E
	32.5	3.4	35.9		28.6	34.9	41.5	5.0	2.0	50.0	1.0	A	A
	31.4	6.6	38.0		28.6	34.9	41.5	5.0	2.0	50.0	1.0	A	A
				31.3	28.6	32.2	35.9	5.0	2.0	45.0	15.0	150	D
	30.1	5.3	35.4		21.3	26.6	32.7	5.0	2.0	43.0	17.0	145	145
	27.6	0.8	28.4		22.9	30.4	37.8	5.0	2.0	45.0	20.0	140	140
	26.8	1.9	28.7					5.0		40.0		B	B
NO. IN POS: 412													
$ 283.9 WT'D AVG:	$ 37.1	$ 9.5	$ 46.6	$ 35.3									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 41.3	$ 7.0	$ 48.3		$ 31.7	$ 39.6	$ 47.5	5.0		44.0	12.0	225	
TO	39.8	3.0	42.8					5.0	2.0	45.0	1.0	210	
$125.0	38.4	12.1	50.5					5.0	2.0	50.0	17.0	150	A
	37.6	7.7	45.3		31.7	39.6	47.5	5.0		44.0	12.0	225	
	37.1	6.9	44.0					5.0	2.0	47.5	12.0	B	B
	35.9	0.0	35.9		34.8	35.9	36.9	5.0	1.0	52.0	17.0	200	D
	35.9	0.0	35.9		34.8	35.9	36.9	5.0	1.0	52.0	17.0	200	D
	35.1	4.3	39.4		29.9	37.6	45.2	5.0	1.0	50.0	12.0	200	B
				$ 33.7	27.3	30.4	33.8	5.0	2.0	45.0	15.0	150	D
	32.9	1.2	34.1					5.0	1.5	50.0	17.0	F	D
				32.9	26.7	36.7	46.7	5.0	1.0	47.0		172	A
				32.7	28.6	31.7	35.1	5.0	2.0	45.0	15.0	150	D
				31.9	28.6	31.7	35.1	5.0	2.0	45.0	15.0	150	D
				31.5	27.3	30.4	338.0	5.0	2.0	45.0	15.0	150	D
	30.9	0.0	30.9		26.0	32.6	39.1	5.0	1.0	48.0	24.0	E	E
				30.8	26.7	36.7	46.7	5.0	1.0	47.0		172	A
	30.6	1.4	32.0		31.5	37.1	42.8	5.0	1.0	50.0	12.0	200	B
	29.8	4.9	34.7		28.6	34.9	41.5	5.0	2.0	50.0	1.0	A	A
	29.8	4.3	34.1		28.6	34.9	41.5	5.0	2.0	50.0	1.0	A	A
	29.1	1.0	30.1					5.0		40.0		B	B
	28.4	1.0	29.4					5.0		40.0		B	B
	27.8	0.8	28.6		22.9	30.4	37.8	5.0	2.0	45.0	20.0	140	140
	27.6	3.7	31.3		21.3	26.6	32.7	5.0	2.0	43.0	17.0	145	145
	26.6	2.8	29.4		19.0	23.7	28.9	5.0	2.0	43.0	17.0	145	145
				22.4				5.5	1.0	47.0			D
NO. IN POS: 302 WT'D $ 162.7 AVG:	$ 33.0	$ 3.3	$ 36.3	$ 32.0									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$124.9	$ 41.8	$ 13.0	$ 54.8					5.0	2.0	50.0	17.0	150	A
TO	36.0	11.5	47.5					5.0	2.0	50.0	17.0	150	A
$75.0	35.7	3.7	39.4					5.0	2.0	47.5	12.0	B	B
	35.3	4.0	39.3					5.0	2.0	47.5	12.0	B	B
	33.8	0.0	33.8		$ 32.8	$ 33.8	$ 34.8	5.0	1.0	52.0	17.0	200	D
	32.6	12.0	44.6					5.0	2.0	50.0	26.0	150	A
	31.7	1.9	33.6					5.0	1.5	50.0	17.0	F	D
				$ 31.6	26.0	28.8	31.9	5.0	2.0	45.0	15.0	150	D
	30.7	1.1	31.8					5.0	1.5	50.0	17.0	F	D
	29.6	0.0	29.6		24.6	30.7	36.9	5.0	1.0	48.0	24.0	E	E
	29.6	3.4	33.0		28.6	34.9	41.5	5.0	2.0	50.0	1.0	A	A
	29.1	3.1	32.2		25.7	31.6	37.3	5.0	2.0	50.0	1.0	A	A
	28.8	0.0	28.8		24.6	30.7	36.9	5.0	1.0	48.0	24.0	E	E
	28.0	4.3	32.3		28.6	34.9	41.5	5.0	2.0	50.0	1.0	A	A
	27.5	0.9	28.4					5.0		40.0		B	B
	27.5	3.0	30.5		25.7	31.6	37.3	5.0	2.0	50.0	1.0	A	A
	27.1	1.6	28.7					5.0	1.0	45.0	12.0	150	D
	26.3	0.7	27.0		22.9	30.4	37.8	5.0	2.0	45.0	20.0	112	112
	25.6	0.7	26.3		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
				24.7				5.5	1.0	48.0			D
NO. IN POS: 405													
$ 102.5	WT'D AVG: $ 31.3	$ 2.6	$ 33.9	$ 30.5									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9 AND BELOW	$ 34.8	$ 0.5	$ 35.3					5.0	2.0	47.5	12.0	B	B
	34.2	1.6	35.8					5.0	2.0	47.5	12.0	B	B
	33.8	0.0	33.8		$ 32.8	$ 33.8	$ 34.8	5.0	1.0	52.0	17.0	200	D
	33.8	0.0	33.8		32.8	33.8	34.8	5.0	1.0	52.0	17.0	200	D
				$ 32.5	26.0	28.8	31.9	5.0	2.0	45.0	15.0	150	D
	31.3	11.7	43.0					5.0	2.0	50.0	26.0	150	A
	30.7	1.0	31.7					5.0	1.5	50.0	17.0	F	D
	29.1	0.9	30.0					5.0		40.0		B	B
	28.9	1.9	30.8		25.7	31.6	37.3	5.0	2.0	50.0	1.0	A	A
	27.9	1.2	29.1					5.0	1.5	50.0	17.0	F	D
	26.5	1.1	27.6					5.0		40.0		B	B
	25.3	1.1	26.4		25.7	31.6	37.3	5.0	2.0	50.0	1.0	A	A
	24.7	0.6	25.3		20.7	24.7	28.7	5.0	2.0	45.0	20.0	112	112
	24.2	0.7	24.9		21.4	26.0	31.0	5.0	2.0	50.0	1.0	A	A
				23.4				5.5	1.5	55.0			D
				19.8				5.5	1.5	47.0			D
NO. IN POS: 115 WT'D $ 56.5 AVG:	$ 30.8	$ 1.2	$ 32.0	$ 23.4									
NO SCOPE REPORTED				$ 38.1	$ 29.9	$ 35.2	$ 43.1	5.0	2.0	45.0	15.0	150	D
	$ 38.0	$ 4.0	$ 42.0		35.1	43.1	51.2						
				37.9	31.2	37.2	44.4	5.0	2.0	45.0	15.0	150	D
	37.1	2.9	40.0					5.0	2.0	45.0	1.0	210	
	33.0	11.5	44.5		24.3	30.4	37.7	5.0	2.0	43.0	17.0	145	145
NO. IN POS: 58 WT'D AVG:	$ 37.5	$ 4.5	$ 42.0	$ 38.1									
NO. IN POS: 1292 POSITION $ 173.5 AVG:	$ 33.5	$ 4.6	$ 38.1	$ 33.8									

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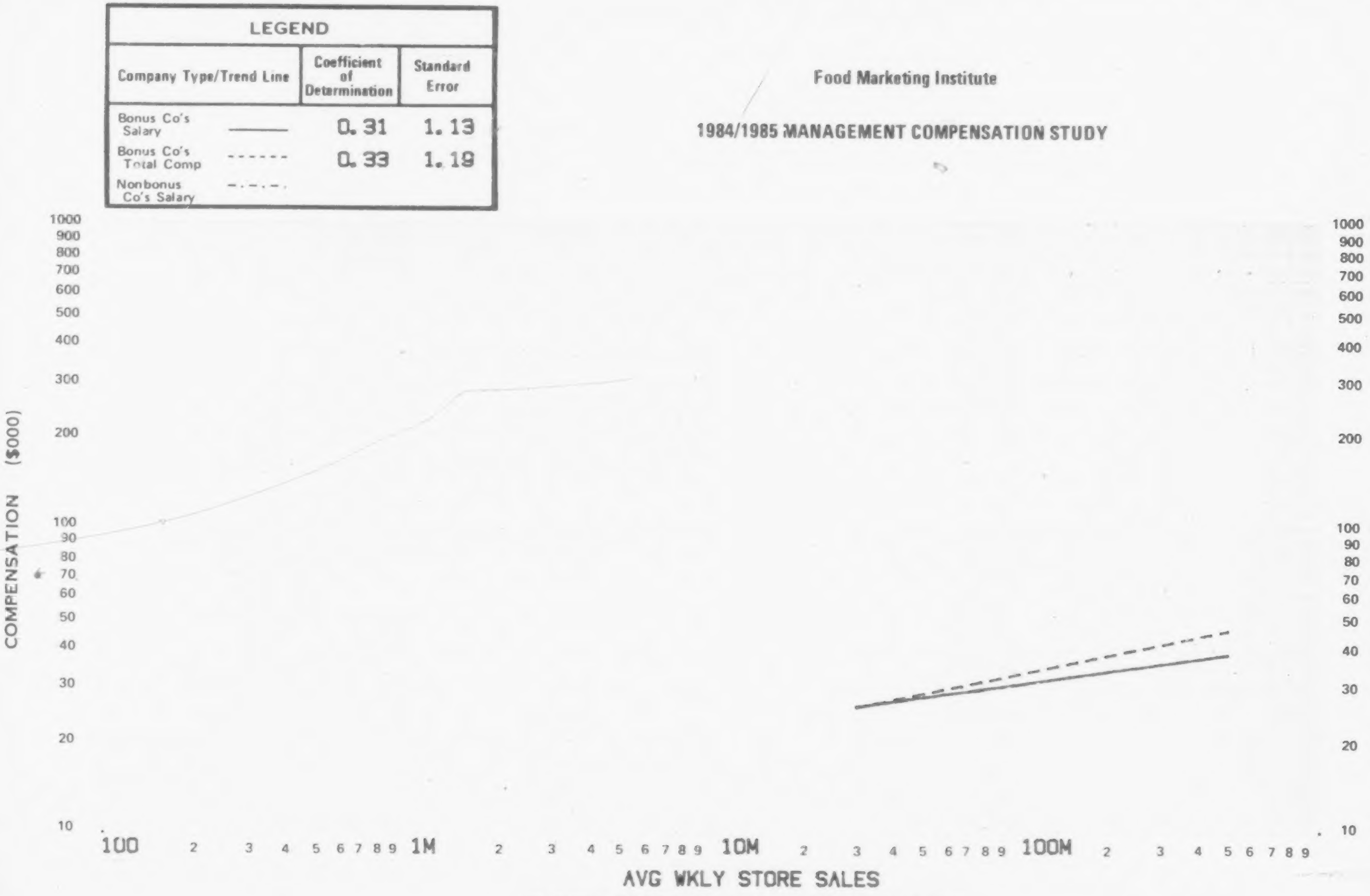
1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #42 - STORE MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0 -	$ 33.3	$ 12.6	$ 45.9					5.0	2.0	47.5	24.0	B	B
AND ABOVE	30.6	1.5	32.1		$ 26.3	$ 32.1	$ 37.8						
				$ 29.5					5.0	45.0	12.0	160	B
				28.7	26.7	28.6	29.4	5.0	2.0	45.0	15.0	150	D
				28.2					5.0	45.0	12.0	160	B
	27.7	0.0	27.7		24.7	26.7	28.6	5.0	1.0	45.0	28.0	E	E
				27.4	28.6	32.2	35.9	5.0	2.0	45.0	15.0	150	D
				27.2	23.5	28.8	34.1	5.0	1.0	50.0		A	A
	26.7	0.0	26.7		23.7	25.3	26.8	5.0	1.0	45.0	28.0	E	E
				26.7	21.2	26.5	31.8	5.0	4.0	47.0		140	A
				26.6	23.5	28.8	34.1	5.0	1.0	50.0		A	A
	24.0	0.0	24.0		16.7	20.9	25.3	5.0	2.0	43.0	17.0	145	145
	23.4	7.4	30.8					5.0	3.0	45.0	18.0	F	E
	23.3	0.6	23.9		21.8	26.9	31.9	5.0	2.0	45.0	20.0	140	140
				22.8	23.5	28.8	34.1	5.0	1.0	50.0		A	A
				22.2	21.2	26.5	31.8	5.0	4.0	47.0		140	A
	21.8	0.5	22.3					5.0		40.0		B	B
	18.2	0.5	18.7					5.0		40.0		B	B
NO. IN POS: 272													
$ 294.4 WT'D AVG:	$ 27.8	$ 4.2	$ 32.0	$ 26.7									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES			TOTAL	COMPANIES				#	#	#	#	SUN.	HOL.
($THOU)	SALARY	BONUS	COMP	SALARY	MIN	MID	MAX	DYS.	NTS.	HRS.	SUN.	PAY	PAY
$199.9	$ 32.0	$ 8.0	$ 40.0					5.0	2.0	47.5	24.0	B	B
TO	31.5	7.3	38.8					5.0	2.0	47.5	24.0	B	B
$100.0				$ 28.0					5.0	45.0	12.0	160	B
				27.9	$ 27.3	$ 30.4	$ 33.8	5.0	2.0	45.0	15.0	150	D
				27.9	27.3	30.4	33.8	5.0	2.0	45.0	15.0	150	D
				27.9					5.0	45.0	12.0	160	B
				27.3	26.5	27.5	28.6	5.0	2.0	45.0	15.0	150	D
				27.2	26.5	27.5	28.6	5.0	2.0	45.0	15.0	150	D
				26.5	21.2	26.5	31.8	5.0	4.0	47.0		140	A
				26.0	23.5	28.8	34.1	5.0	1.0	50.0		A	A
				25.8	23.5	28.8	34.1	5.0	1.0	50.0		A	A
	25.6	0.0	25.6		23.7	25.3	26.8	5.0	1.0	45.0	28.0	E	E
	25.4	0.0	25.4		23.4	24.6	25.7	5.0	1.0	45.0	28.0	E	E
	23.4	7.4	30.8					5.0	3.0	45.0	17.0	F	E
	23.4	7.4	30.8					5.0	3.0	45.0	17.0	F	E
	23.4	7.4	30.8					5.0	3.0	45.0	17.0	F	E
	23.0	0.5	23.5		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
	22.8	0.5	23.3		21.8	26.9	31.9	5.0	2.0	45.0	20.0	140	140
				22.5	23.5	28.8	34.1	5.0	1.0	50.0		A	A
				21.6	23.5	28.8	34.1	5.0	1.0	50.0		A	A
	20.6	0.5	21.1					5.0		40.0		B	B
	20.5	0.5	21.0					5.0		40.0		B	B
				11.7				5.0		40.0			D
NO. IN POS: 213													
$ 147.8	WT'D AVG: $ 25.4	$ 3.3	$ 28.7	$ 26.3									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9 AND BELOW				$ 28.9	$ 26.0	$ 28.9	$ 31.9	5.0	2.0	45.0	15.0	150	D
				27.6	26.0	28.9	31.9	5.0	2.0	45.0	15.0	150	D
				26.2	23.5	28.8	34.1	5.0	1.0	50.0		A	A
				25.9	23.5	28.8	34.1	5.0	1.0	50.0		A	A
	$ 24.9	$ 0.0	$ 24.9		23.4	24.6	25.7	5.0	1.0	45.0	28.0	E	E
	23.4	9.1	32.5					5.0	3.0	45.0	26.0	F	E
	23.4	9.1	32.5					5.0	3.0	45.0	26.0	F	E
				22.7				5.0		40.0		E	E
	22.4	0.4	22.8		19.1	22.7	26.3	5.0	2.0	45.0	20.0	112	112
	21.8	0.5	22.3		18.1	20.8	23.4	5.0	2.0	45.0	20.0	112	112
				21.5	21.4	26.0	31.0	5.0	1.0	50.0		A	A
				21.0	21.4	26.0	31.0	5.0	1.0	50.0		A	A
	19.0	0.5	19.5					5.0		40.0		B	B
	18.1	0.5	18.6					5.0		40.0		B	B
	16.2	0.5	16.7					5.0		40.0		B	B
				11.3				5.4	1.0	44.0			D
				11.0				5.4	1.0	44.0			D
				10.4				5.5	1.0	44.0			D
NO. IN POS: 139													
$ 75.2 WT'D AVG:	$ 20.3	$ 2.0	$ 22.3	$ 22.4									
NO SCOPE REPORTED	$ 32.7	$ 1.1	$ 33.8					5.0	2.0	45.0	1.0	210	
	32.2	2.0	34.2		$ 26.3	$ 32.1	$ 37.8						
				$ 29.0	28.0	30.4	33.5	5.0	2.0	45.0	15.0	150	D
				28.6	30.5	35.2	40.4	5.0	2.0	45.0	15.0	150	D
NO. IN POS: 70													
WT'D AVG:	$ 32.2	$ 2.0	$ 34.2	$ 28.7									
NO. IN POS: 694													
$ 195.6 POSITION AVG:	$ 26.9	$ 3.5	$ 30.4	$ 25.5									

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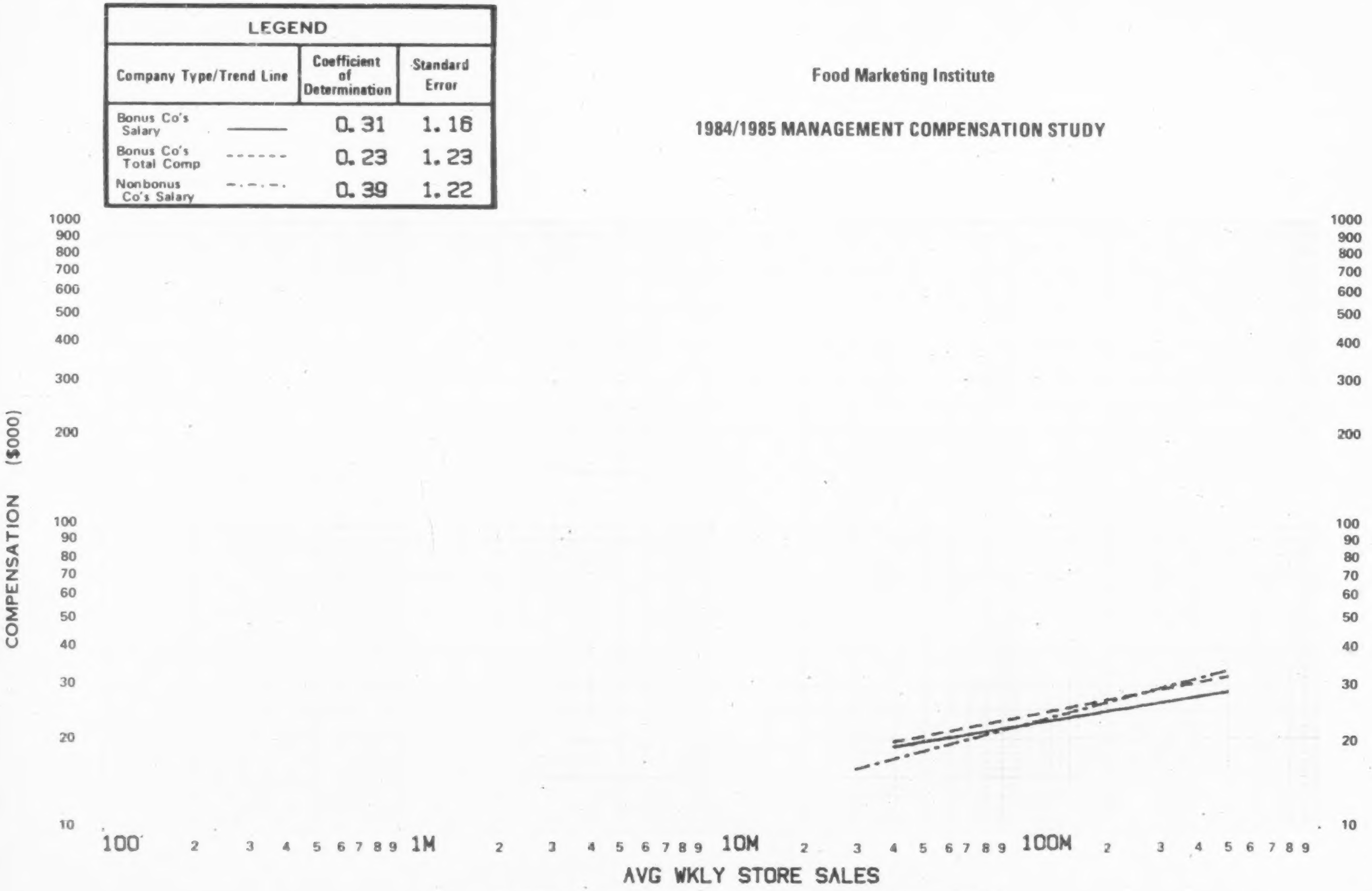
1984/1985 MANAGEMENT COMPENSATION STUDY



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.31	1.16
Bonus Co's Total Comp	- - - - - -	0.23	1.23
Nonbonus Co's Salary	—·—·—·	0.39	1.22

SURVEY POSITION #43 - ASSISTANT/CO-STORE MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE * MIN	SALARY RANGE * MID	SALARY RANGE * MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0 AND ABOVE				$ 29.8				5.0	1.0	40.0		F	F
				28.8				5.0	1.0	52.0	26.0	F	F
	$ 28.2	$ 7.4	$ 35.6					5.0		44.0	20.0	2.5	2.5
				28.2				5.0	1.0	42.5	1.0		
				27.9	$ 27.2	$ 28.7	$ 30.1	5.0	1.0	40.0	12.8	E	F
	27.8	0.0	27.8		26.5	28.4	30.2	5.0	1.0	45.0	26.0	E	E
				25.5				5.0	2.0	40.0		F'	F
				23.4				5.0		40.0		E	E
				23.4				5.0	2.0	40.0		F	F
NO. IN POS: 55													
$ 66.0 WT'D AVG:	$ 28.0	$ 2.9	$ 30.9	$ 28.4									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9				$ 29.9	$ 27.2	$ 28.7	$ 30.1	5.0	1.0	40.0	12.8	E	F
TO				29.8				5.0	1.0	40.0		F	F
$30.0				29.8				5.0	1.0	40.0		F	F
	$ 29.4	$ 4.9	$ 34.3					5.0		42.0	12.0	F	E
	29.3	2.7	32.0										
				28.8				5.0	1.0	52.0	26.0	F	F
				28.8				5.0	1.0	52.0	26.0	F	F
	28.7	0.0	28.7		26.0	27.3	28.6	5.0	1.0	45.0	26.0	E	E
	28.2	5.1	33.3					5.0		44.0	20.0	2.5	2.5
	28.2	6.5	34.7					5.0		44.0	20.0	2.5	2.5
				28.2				5.0	1.0	42.5	1.0		
				27.5	26.8	28.3	29.7	5.0	1.0	40.0	12.8	E	F
				25.5				5.0	2.0	40.0		F	F
				25.5				5.0	2.0	40.0		F	F
				24.4	22.0	23.2	24.4	5.0	2.0	40.0		0	L
				24.2	22.0	23.2	24.4	5.0	2.0	40.0		0	E
				23.4				5.0	2.0	40.0		F	F
				23.4				5.0	2.0	40.0		F	F
				22.2				5.0		40.0		E	F
NO. IN POS: 249													
$ 37.7 WT'D AVG:	$ 29.0	$ 2.6	$ 31.6	$ 28.0									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER
REGION #1 - NORTHEAST

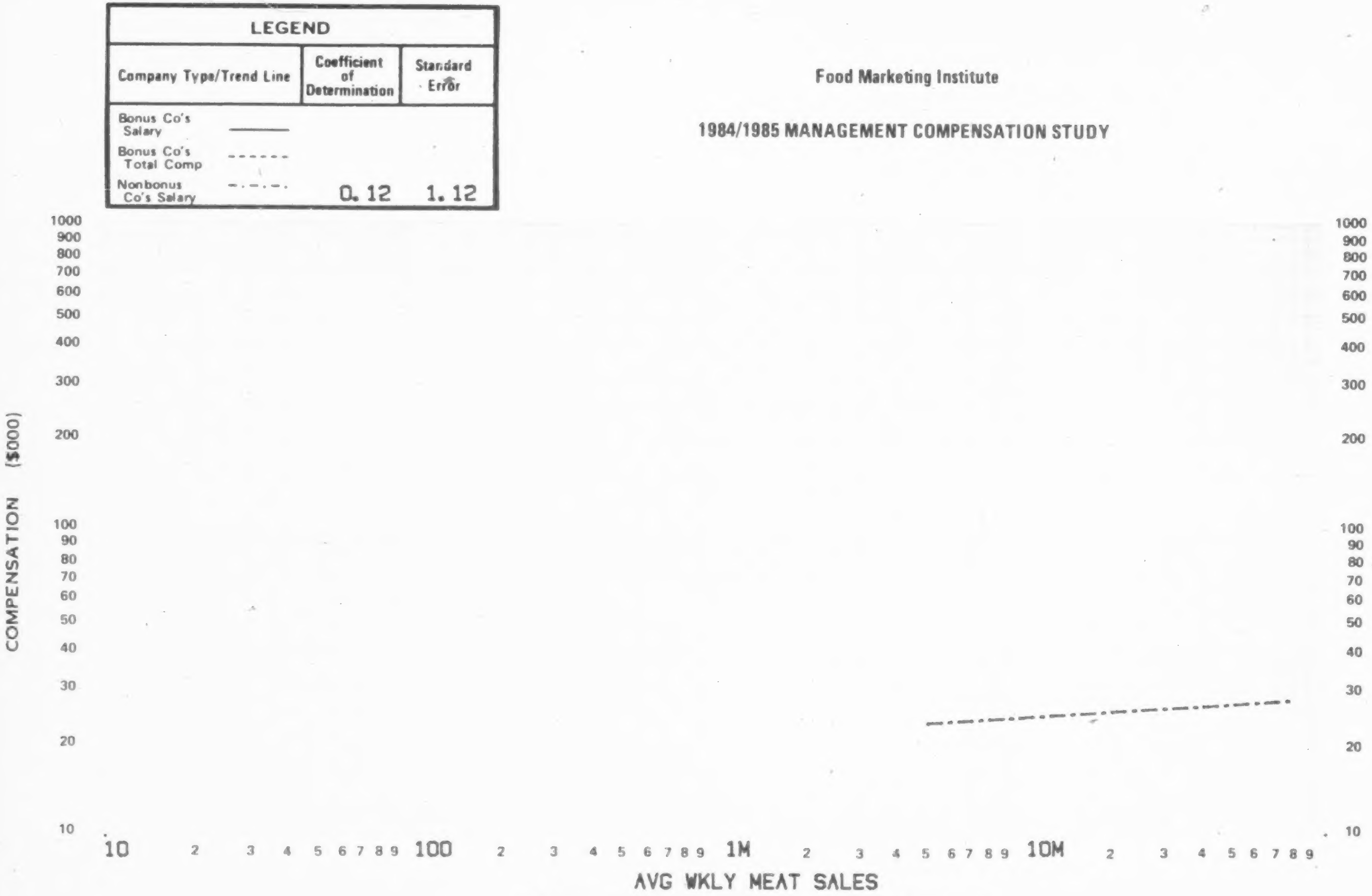
SCOPE AVG WKLY MEAT SALES ($ THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$29.9				$ 29.8				5.0	1.0	40.0		F	F
TO	$ 29.4	$ 4.9	$ 34.3					5.0		42.0	12.0	F	E
$15.0	29.4	4.9	34.3					5.0		42.0	12.0	F	E
	29.4	4.9	34.3					5.0		42.0	12.0	F	E
				28.8				5.0	1.0	52.0	26.0	F	F
				28.2				5.0	1.0	42.5	1.0		
	28.2	5.1	33.3					5.0		44.0	20.0	2.5	2.5
	27.6	0.0	27.6		$ 26.0	$ 27.3	$ 28.6	5.0	1.0	45.0	26.0	E	E
	27.3	0.0	27.3		25.0	26.5	28.0	5.0	1.0	45.0	26.0	E	E
				27.1	26.5	28.0	29.0	5.0	1.0	40.0	12.8	E	F
				25.2				5.0	2.0	40.0		F	F
				24.4	22.0	23.2	24.4	5.0	2.0	40.0		0	E
				23.4				5.0	2.0	40.0		F	F
				23.2				5.0		40.0		E	E
				22.6				5.0		40.0		E	E
NO. IN POS: 168													
$ 22.2 WT'D AVG:	$ 28.1	$ 1.7	$ 29.8	$ 25.8									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9	$ 29.4	$ 4.9	$ 34.3					5.0		42.0	12.0	F	E
AND BELOW				$ 28.8				5.0	1.0	52.0	26.0	F	F
				27.8				5.5	1.0	44.0			C
				26.8	$ 25.5	$ 27.0	$ 28.4	5.0	1.0	40.0	12.8	E	F
	25.7	0.0	25.7		25.0	26.5	28.0	5.0	1.0	45.0	26.0	E	E
				25.2				5.0	2.0	40.0		F	F
				23.7				5.0	1.0	45.0	26.0	E	E
				23.4				5.0	2.0	40.0		F	F
				22.9	22.0	23.2	24.4	5.0	2.0	40.0		O	E
				22.8				5.0		40.0		E	E
				16.9				5.5	1.0	44.0	35.0	A	C
NO. IN POS: 146													
$ 13.0 WT'D AVG:	$ 27.2	$ 1.9	$ 29.1	$ 24.2									
NO SCOPE REPORTED	$ 25.4	$ 0.0	$ 25.4					5.0	2.0	43.0			
NO. IN POS: 39 WT'D													
NO. IN POS: 657													
$ 30.2 POSITION AVG:	$ 27.8	$ 1.7	$ 29.5	$ 26.4									

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$460.0		$ 49.1	$ 7.7	$ 56.8		$ 36.8	$ 43.5	$ 50.2
AND BELOW	VICE PRESIDENT	49.0	0.0	49.0		43.8	53.1	62.5
	MANAGER	40.0	2.7	42.7				
	VICE PRESIDENT	39.5	12.5	52.0				
	ASST. V.P./DIR				$ 38.5			
	EXEC. V.P.	35.9	10.5	46.4				
	DIV. V.P./MGR.	32.7	0.0	32.7				
	MANAGER				30.8	26.0	33.0	40.0
	CEO/PRESIDENT	30.0	3.5	33.5				
	GROUP EXEC.	29.9	0.0	29.9				
	NO IN POSITION:	20						
$ 185.1	WEIGHTED GROUP AVG:	$ 41.9	$ 5.6	$ 47.5	$ 31.8			
NO SCOPE	DIV. V.P./MGR.	$ 52.2	$ 10.8	$ 63.0		$ 47.1	$ 58.8	$ 70.5
REPORTED	VICE PRESIDENT	40.0	0.0	40.0		31.2	41.6	52.0
	NO IN POSITION:	6						
	WEIGHTED GROUP AVG:	$ 50.2	$ 9.0	$ 59.2				
	NO IN POSITION:	26						
$ 185.1	POSITION AVERAGE:	$ 44.6	$ 6.8	$ 51.4	$ 31.8			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL MEAT SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$50.0	DIV. V.P./MGR.	$ 48.5	$ 0.0	$ 48.5				
AND ABOVE	ASST. V.P./DIR	45.0	0.0	45.0		$ 43.8	$ 53.1	$ 62.5
	VICE PRESIDENT	41.0	14.0	55.0				
	MANAGER	28.5	2.7	31.2				
	NO IN POSITION: 4							
$ 68.9	WEIGHTED GROUP AVG:	$ 40.8	$ 4.1	$ 44.9				
$49.9					$ 47.3			
AND BELOW	ASST. V.P./DIR				46.1	$ 23.6	$ 29.5	$ 35.4
		$ 45.6	$ 6.6	$ 52.2		35.1	41.4	47.7
	VICE PRESIDENT				39.0	25.7	32.1	38.5
	EXEC. V.P.	35.9	8.8	44.7				
	MANAGER				29.6	26.0	33.0	40.0
		25.0	2.0	27.0				
	NO IN POSITION: 24							
$ 39.1	WEIGHTED GROUP AVG:	$ 43.1	$ 6.4	$ 49.5	$ 36.8			
NO SCOPE	DIV. V.P./MGR.	$ 50.4	$ 8.6	$ 59.0		$ 47.1	$ 58.8	$ 70.5
REPORTED	VICE PRESIDENT	42.0	0.0	42.0		25.3	34.0	42.5
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 49.0	$ 7.2	$ 56.2				
	NO IN POSITION: 34							
$ 35.6	POSITION AVERAGE:	$ 44.3	$ 6.2	$ 50.5	$ 36.8			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$10.0	ASST. V.P./DIR	$ 51.4	$ 0.0	$ 51.4		$ 43.8	$ 53.1	$ 62.5
AND ABOVE		38.9	4.0	42.9		29.9	38.2	47.7
	ASST. V.P./DIR				$ 35.8	23.6	29.5	35.4
	VICE PRESIDENT	35.0	10.0	45.0				
	MANAGER				28.3	26.0	31.6	37.2
	MANAGER				27.5			
	NO IN POSITION: 18							
$ 25.6	WEIGHTED GROUP AVG:	$ 39.7	$ 4.2	$ 43.9	$ 30.3			
$9.9	EXEC. V.P.	$ 41.6	$ 14.0	$ 55.6				
AND BELOW	VICE PRESIDENT				$ 39.3	$ 21.6	$ 27.0	$ 32.4
	ASST. V.P./DIR				28.9			
		25.0	2.0	27.0				
	C.O.O.	21.7	1.4	23.1		20.0	23.0	24.5
	NO IN POSITION: 8							
$ 3.9	WEIGHTED GROUP AVG:	$ 26.3	$ 4.1	$ 30.4	$ 32.4			
NO SCOPE	DIV. V.P./MGR.	$ 49.3	$ 10.1	$ 59.4		$ 47.1	$ 58.8	$ 70.5
REPORTED	VICE PRESIDENT	40.7	0.0	40.7		28.1	37.3	46.5
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 47.9	$ 8.4	$ 56.3				
	NO IN POSITION: 32							
$ 18.9	POSITION AVERAGE:	$ 38.9	$ 5.3	$ 44.2	$ 30.9			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$65.0	DIV. V.P./MGR.	$ 51.5	$ 7.2	$ 58.7				
AND BELOW	ASST. V.P./DIR	39.5	0.0	39.5		$ 35.6	$ 42.7	$ 49.8
	VICE PRESIDENT	39.4	13.0	52.4				
	DIV. V.P./MGR.	30.6	0.0	30.6				
	EXEC. V.P.	28.1	0.0	28.1				
	ASST. V.P./DIR				$ 27.9			
	VICE PRESIDENT				26.0	19.4	24.3	29.2
	DIV. V.P./MGR.	25.6	0.5	26.1				
		25.0	2.0	27.0				
	MANAGER				23.0	16.9	24.2	31.5
	NO IN POSITION: 67							
$ 5.0	WEIGHTED GROUP AVG:	$ 33.2	$ 2.9	$ 36.1	$ 23.2			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 48.4	$ 9.5	$ 57.9		$ 47.1	$ 58.8	$ 70.5
	NO IN POSITION: 71							
$ 5.0	POSITION AVERAGE:	$ 38.2	$ 5.1	$ 43.3	$ 23.2			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0	DIV. V.P./MGR.	$ 37.5	$ 0.0	$ 37.5				
AND ABOVE	ASST. V.P./DIR				$ 33.6	$ 26.6	$ 33.2	$ 39.8
	MANAGER				32.1	26.0	33.0	40.0
	GROUP EXEC.				28.9			
	ASST. V.P./DIR	26.7	0.0	26.7		25.6	28.8	32.9
	MANAGER	25.6	3.9	29.5				
	GROUP EXEC.	23.0	1.6	24.6				
	EXEC. V.P.				19.2			
	NO IN POSITION: 25							
$ 80.4	WEIGHTED GROUP AVG:	$ 29.2	$ 1.2	$ 30.4	$ 31.2			
$49.9	MANAGER	$ 32.1	$ 5.4	$ 37.5		$ 28.0	$ 32.6	$ 37.2
AND BELOW	C.O.O.	30.5	0.0	30.5		25.3	29.5	33.7
	ASST. V.P./DIR				$ 29.2			
	GROUP EXEC.	26.0	1.7	27.7		22.0	26.0	29.5
	NO IN POSITION: 16							
$ 23.5	WEIGHTED GROUP AVG:	$ 29.9	$ 3.6	$ 33.5	$ 29.2			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #2 - N. E. CENTRAL

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	MANAGER				$ 36.6	$ 31.5	$ 39.5	$ 47.4
	GROUP EXEC.	$ 34.5	$ 8.6	$ 43.1				
	ASST. V.P./DIR	27.0	0.0	27.0		19.7	24.6	29.6
	NO IN POSITION: 17							
	WEIGHTED GROUP AVG:	$ 29.1	$ 2.5	$ 31.6	$ 36.6			
	NO IN POSITION: 58							
$ 58.2	POSITION AVERAGE:	$ 29.4	$ 2.2	$ 31.6	$ 32.6			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND BELOW	CEO/PRESIDENT	$ 33.8	$ 7.8	$ 41.6		$ 27.5	$ 32.1	$ 36.7
	DIV. V.P./MGR.	33.1	0.0	33.1				
	MANAGER				$ 32.3	26.0	33.0	40.0
	MANAGER	31.3	3.0	34.3		31.1	33.7	36.2
	MANAGER	30.9	10.0	40.9				
	ASST. V.P./DIR				29.2			
	GROUP EXEC.	29.0	2.0	31.0				
	ASST. V.P./DIR	28.7	0.0	28.7		29.4	34.4	40.3
	ASST. V.P./DIR				27.0	26.6	33.2	39.8
	NO IN POSITION:	17						
$ 35.7	WEIGHTED GROUP AVG:	$ 31.1	$ 2.9	$ 34.0	$ 30.7			
NO SCOPE REPORTED	MANAGER	$ 39.6	$ 5.0	$ 44.6		$ 31.5	$ 39.5	$ 47.4
	VICE PRESIDENT	28.0	2.0	30.0				
	ASST. V.P./DIR	25.0	0.0	25.0		19.7	24.6	29.6
	NO IN POSITION:	9						
	WEIGHTED GROUP AVG:	$ 32.8	$ 3.1	$ 35.9				
	NO IN POSITION:	26						
$ 35.7	POSITION AVERAGE:	$ 31.9	$ 3.0	$ 34.9	$ 30.7			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$40.0		$ 34.5	$ 0.0	$ 34.5		$ 32.2	$ 38.9	$ 45.6
AND BELOW	DIV. V.P./MGR.	33.7	0.0	33.7				
	ASST. V.P./DIR				$ 32.7	26.6	33.2	39.8
	CEO/PRESIDENT	32.1	7.8	39.9		27.5	32.1	36.7
	ASST. V.P./DIR	30.3	0.0	30.3		29.4	34.4	40.2
	MANAGER				30.2	26.0	33.0	40.0
	MANAGER	29.6	3.5	33.1				
	ASST. V.P./DIR				28.9			
	MANAGER	27.3	1.9	29.2		21.8	27.9	33.9
	NO IN POSITION: 16							
$ 16.6	WEIGHTED GROUP AVG:	$ 30.6	$ 1.9	$ 32.5	$ 30.2			
NO SCOPE	MANAGER	$ 36.6	$ 4.2	$ 40.8		$ 31.5	$ 39.5	$ 47.4
REPORTED	ASST. V.P./DIR	31.5	0.0	31.5		21.3	26.9	32.4
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 35.6	$ 3.3	$ 38.9				
	NO IN POSITION: 21							
$ 16.6	POSITION AVERAGE:	$ 32.4	$ 2.4	$ 34.8	$ 30.2			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
ANN'L DISTRICT SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$75.0	REG. V.P./MGR.	$ 58.5	$ 22.3	$ 80.8		$ 40.7	$ 51.2	$ 61.7
AND ABOVE	REG. V.P./MGR.	47.5	15.0	62.5		40.7	51.2	61.7
	VICE PRESIDENT				$ 43.5	37.9	47.4	56.9
	VICE PRESIDENT	42.8	0.0	42.8		28.1	37.3	46.5
	VICE PRESIDENT				40.9	37.9	47.4	56.9
	VICE PRESIDENT				39.7	37.9	47.4	56.9
	GROUP EXEC.	36.5	15.5	52.0				
	DIV. V.P./MGR.	36.4	0.0	36.4				
	DIV. V.P./MGR.	36.4	0.0	36.4				
	GROUP EXEC.	35.7	14.0	49.7				
	VICE PRESIDENT	35.3	0.0	35.3		32.3	38.5	44.6
	VICE PRESIDENT	35.0	50.0	85.0				
	NO IN POSITION: 41							
$ 141.6	WEIGHTED GROUP AVG:	$ 44.7	$ 14.5	$ 59.2	$ 41.4			

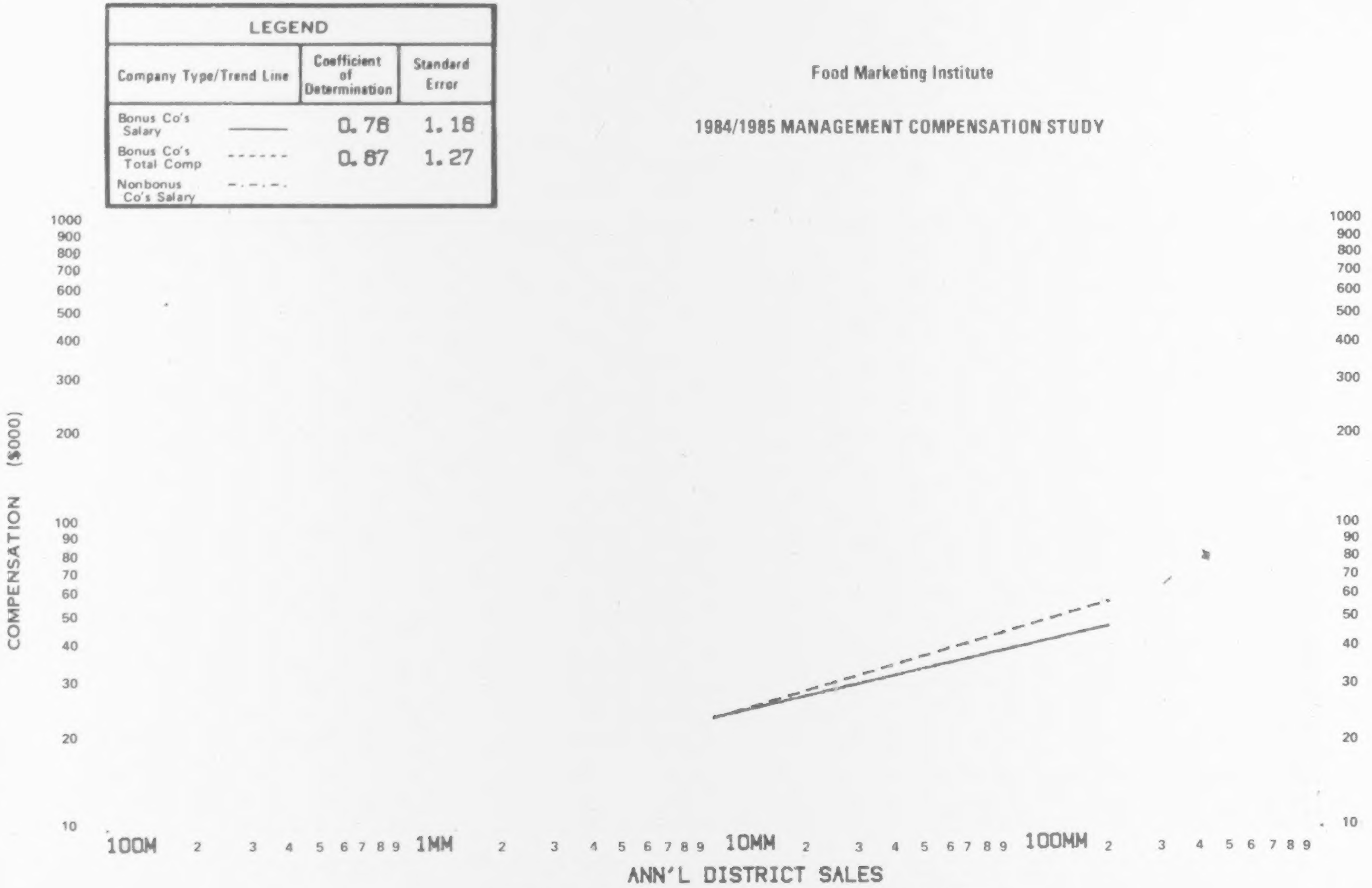
FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$74.9	REG. V.P./MGR.	$ 51.9	$ 18.2	$ 70.1		$ 40.7	$ 51.2	$ 61.7
AND BELOW	EXEC. V.P.				$ 48.0			
	VICE PRESIDENT	35.3	0.0	35.3		32.3	38.5	44.6
	C.O.O.	34.0	2.5	36.5		31.5	33.0	35.0
	ASST. V.P./DIR	21.0	0.0	21.0		15.1	21.6	23.8
	ASST. V.P./DIR	20.6	0.0	20.6		15.1	21.6	23.8
	NO IN POSITION: 18							
$ 34.2	WEIGHTED GROUP AVG:	$ 32.3	$ 4.5	$ 36.8	$ 48.0			
NO SCOPE	DIV. V.P./MGR.	$ 55.3	$ 0.0	$ 55.3				
REPORTED	EXEC. V.P.	42.6	15.6	58.2				
	VICE PRESIDENT	41.2	0.0	41.2		$ 28.1	$ 37.3	$ 46.5
	DIV. V.P./MGR.	36.4	0.0	36.4				
	NO IN POSITION: 45							
	WEIGHTED GROUP AVG:	$ 52.2	$ 0.3	$ 52.5				
	NO IN POSITION: 104							
$ 108.8	POSITION AVERAGE:	$ 46.4	$ 6.5	$ 52.9	$ 45.2			

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #41 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID.	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$250.0	$ 49.9	$ 18.2	$ 68.1		$ 47.8	$ 48.9	$ 50.0	5.0	1.0	47.5	13.0	150	A
AND ABOVE				$ 43.6	36.7	40.6	44.2	5.0	2.0	45.0	10.0	220	C
	41.0	0.0	41.0		30.4	37.9	45.3	5.0	2.0	50.0	17.0	195	195
	39.5	3.9	43.4		28.1	32.8	37.4	6.0		49.2	.8		
	38.5	2.2	40.7					5.0	2.0	50.0		C	C
	38.4	5.7	44.1					5.0	1.0	55.0	12.0	160	160
	36.0	7.1	43.1					5.0	2.0	46.0	13.0	B	B
	35.2	0.0	35.2		36.5	40.2	43.8	5.0	3.0	60.0	12.0	B	B
	33.6	9.1	42.7		28.1	32.8	37.4	5.6		48.8	1.2		
	32.2	0.0	32.2					5.0	2.0	50.0	26.0	150	
				32.0				5.5	1.0				
	31.7	1.2	32.9		30.5	33.2	35.8		1.0	50.0	1.0	B	B
	29.8	5.1	34.9					5.0	2.0	55.0	16.0	195	195
	29.0	0.3	29.3		28.5	29.3	30.0	6.0	1.0	50.0	1.0	B	B
NO. IN POS: 113													
$ 325.8 WT'D AVG:	$ 38.6	$ 8.5	$ 47.1	$ 39.7									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9	$ 45.0	$ 11.9	$ 56.9		$ 44.5	$ 45.4	$ 46.3	5.0	1.0	47.5	13.0	150	A
TO	41.7	8.0	49.7		41.8	43.0	44.2	5.0	1.0	47.5	13.0	150	A
$175.0	37.0	4.5	41.5					5.0	1.0	55.0	12.0	160	160
	36.1	1.9	38.0		31.2	35.6	38.5	5.0	2.0	50.0		C	C
	34.7	5.6	40.3					5.0	2.0	46.0	13.0	B	B
	34.2	0.0	34.2		32.9	36.5	40.2	5.0	3.0	60.0	12.0	B	B
	34.1	7.2	41.3		28.1	32.8	37.4	5.3		47.8	2.2		
	33.8	5.1	38.9					5.0	2.0	46.0	13.0	B	B
	33.8	5.0	38.8					5.5		50.0		B	B
	32.0	1.2	33.2					6.0	1.0	50.0	1.0	B	B
				$ 30.1				5.5	1.0				
	30.1	0.0	30.1					5.0	2.0	50.0	26.0	150	
	29.5	4.5	34.0					5.0	2.0	55.0	16.0	195	195
	29.3	1.1	30.4		30.1	30.6	31.1	6.0	1.0	50.0	1.0	B	B
	27.0	3.0	30.0		27.0	30.0	32.0	6.0	2.0	50.0	1.0		
	27.0	7.6	34.6		26.9	31.5	36.4	5.0	1.0	50.0	.5	125	125
	26.6	4.1	30.7		26.9	31.5	36.4	5.0	1.0	50.0	.5	125	125
NO. IN POS: 270													
$ 214.0 WT'D AVG:	$ 38.0	$ 7.1	$ 45.1	$ 30.1									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$174.9				$ 42.7	$ 36.7	$ 40.6	$ 44.2	5.0	2.0	45.0	10.0	220	C
TO				40.6	34.8	38.5	41.6	5.0	2.0	45.0	10.0	220	C
$100.0	$ 39.6	$ 6.0	$ 45.6		39.2	40.5	41.8	5.0	1.0	47.5	13.0	150	A
	36.6	4.5	41.1					5.0	1.0	55.0	12.0	160	160
	34.5	10.8	45.3		31.1	38.9	46.6	5.0	2.0	48.0	12.0	B	A
	32.6	0.0	32.6		29.2	32.9	36.5	5.0	3.0	60.0	12.0	B	B
	32.3	2.7	35.0					5.0	2.0	46.0	13.0	B	B
	32.0	0.0	32.0		31.1	38.9	46.6	5.0	2.0	48.0	12.0	B	A
	31.5	5.6	37.1					5.5	1.0	50.0		B	B
	30.2	0.0	30.2					5.0	2.0	50.0	26.0	150	
	29.2	3.8	33.0					5.0	2.0	55.0	16.0	195	195
				28.7				5.5	1.0				
	28.4	0.0	28.4					5.0	2.0	50.0	26.0	150	
	26.0	3.2	29.2		26.9	31.5	36.4	5.0	1.0	50.0	.5	125	125
	22.5	7.5	30.0					5.0	3.0	53.0	.5		
NO. IN POS: 163													
$ 136.8 WT'D AVG:	$ 31.2	$ 3.6	$ 34.8	$ 36.9									

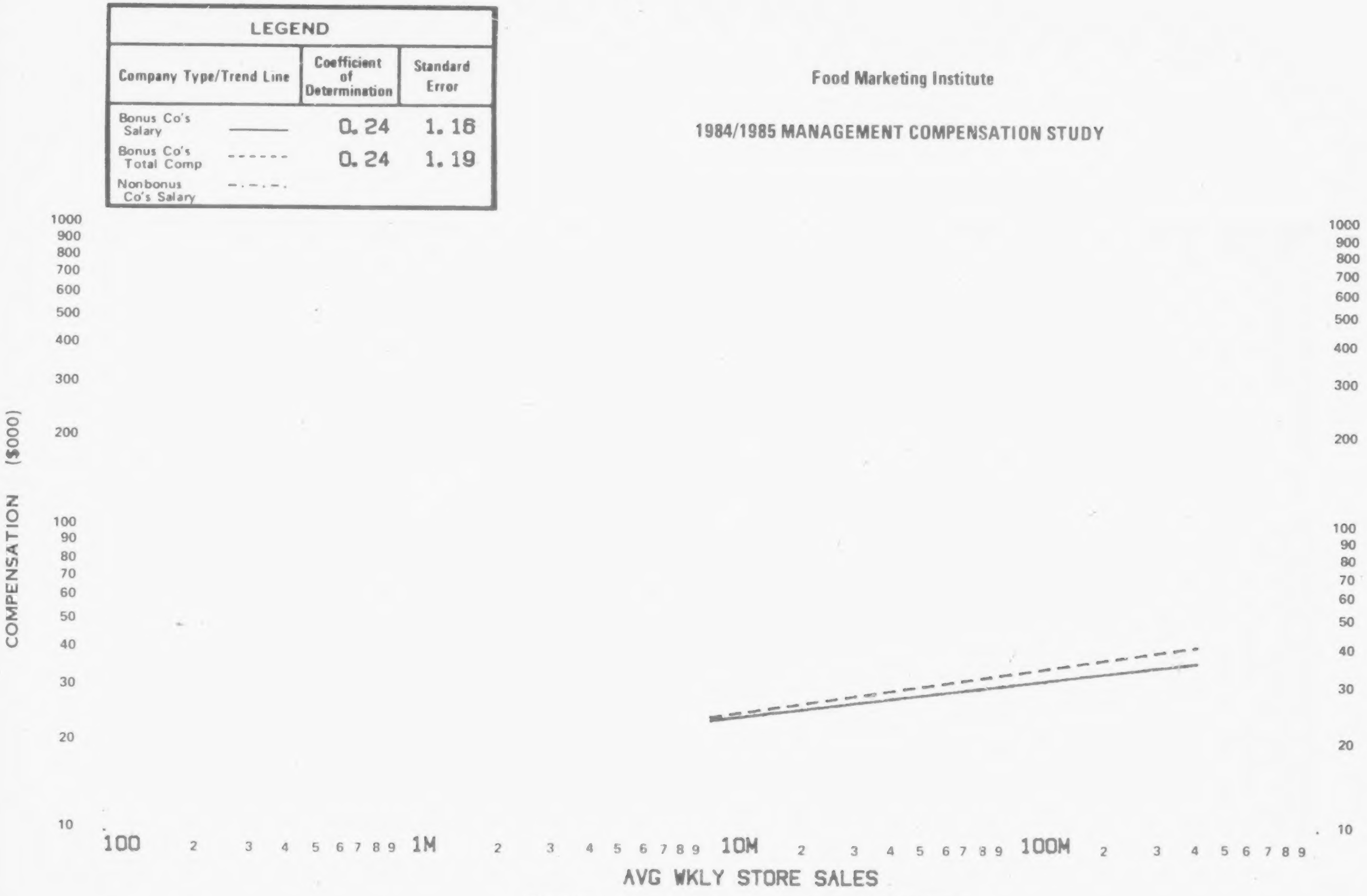
FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9				$ 38.7	$ 33.3	$ 36.4	$ 39.5	5.0	2.0	45.0	10.0	220	C
AND BELOW	$ 36.6	$ 5.2	$ 41.8		39.2	40.5	41.8	5.0	1.0	47.5	13.0	150	A
	35.2	3.4	38.6					5.0	1.0	55.0	12.0	160	160
	34.5	3.5	38.0					5.0	1.0	55.0	12.0	160	160
	32.2	0.0	32.2		31.1	38.9	46.6	5.0	2.0	48.0	12.0	B	A
	32.0	5.4	37.4					5.0	2.0	46.0	13.0	B	B
	30.3	0.0	30.3		28.3	35.4	42.3	5.0	2.0	48.0	12.0	B	A
	30.3	3.3	33.6					5.5	1.0	50.0		B	B
	30.0	1.1	31.1					6.0	1.0	50.0	1.0	B	B
	30.0	0.0	30.0		29.2	32.9	36.5	5.0	3.0	60.0	12.0	B	B
	29.4	3.4	32.8					5.5	1.0	50.0		B	B
	28.6	3.0	31.6					5.0	2.0	55.0	16.0	195	195
	28.5	0.0	28.5					5.0	2.0	50.0	26.0	150	
				27.5				5.5	1.0				
				26.2				5.5	1.0				
	25.6	1.9	27.5		26.9	31.5	36.4	5.0	1.0	50.0	.5	125	125
	25.0	0.9	25.9					6.0	1.0	50.0	1.0	B	B
	25.0	1.5	26.5					5.0	3.0	53.0	.5		
	24.7	1.8	26.5		26.9	31.5	36.4	5.0	1.0	50.0	.5	125	125
	24.1	1.4	25.5					5.0	3.0	55.0	1.0		
	22.8	1.2	24.0					5.0	3.0	55.0	1.0		
NO. IN POS: 77													
$ 78.4 WT'D AVG:	$ 28.6	$ 2.1	$ 30.7	$ 29.2									
NO SCOPE	$ 37.5	$ 0.0	$ 37.5		$ 40.2	$ 43.8	$ 48.2	5.0	3.0	60.0	12.0	B	B
REPORTED				$ 34.6				5.5	1.0				
	30.6	4.8	35.4					5.0	2.0	55.0	16.0	195	195
NO. IN POS: 18													
WT'D AVG:	$ 31.0	$ 4.5	$ 35.5	$ 34.6									
NO. IN POS: 641													
$ 197.3 POSITION AVG:	$ 35.2	$ 5.8	$ 41.0	$ 34.1									

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.24	1.16
Bonus Co's Total Comp	------	0.24	1.19
Nonbonus Co's Salary	–·–·–·		

SURVEY POSITION #42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0	$ 39.3	$ 6.4	$ 45.7		$ 38.0	$ 40.3	$ 42.6	5.0	1.0	47.5	13.0	150	A
AND ABOVE	37.3	3.9	41.2		36.9	39.1	41.3	5.0	1.0	47.5	13.0	150	A
				$ 34.6	25.5	31.4	37.2	5.0	2.0	45.0	17.0	195	195
				33.2	29.1	31.7	33.8	5.0	2.0	45.0	10.0	220	C
	30.4	3.6	34.0					5.0	2.0	46.0	13.0	B	B
	29.8	2.6	32.4					5.0	2.0	46.0	13.0	B	B
				28.9				5.0	2.0	50.0	30.0	144	144
				28.6				5.0	2.0	50.0	30.0	144	144
	27.8	1.0	28.8					5.0	2.0	50.0		C	C
	27.2	4.3	31.5					5.0	2.0	55.0	16.0	195	195
	26.6	0.0	26.6					5.0	2.0	50.0	26.0	135	
	26.5	0.0	26.5					5.0	2.0	50.0	26.0	135	
	26.4	0.8	27.2		25.2	26.0	28.6	5.0	2.0	50.0		C	C
				26.4				6.0	5.0	50.0	3.0	B	B
				26.2				5.5	1.5			E	F
	25.9	1.2	27.1		25.8	27.2	28.6	6.0	5.0	50.0	3.0	B	B
	25.6	1.4	27.0		20.8	23.7	26.5	4.7		46.7	3.3		
	24.8	3.2	28.0		20.8	23.7	26.5	5.0		49.7	.3		
				24.1	20.6	23.3	26.0	6.0	5.0	50.0	3.0	B	B
	23.8	0.5	24.3		7.2	18.8	30.4	6.0	5.0	50.0	3.0	B	B
				23.7	17.8	23.5	29.2	5.0	3.0	65.0	52.0	B	B
	21.3	2.6	23.9		20.9	24.2	27.4	5.0	3.0	50.0	.5	125	125
	20.5	0.0	20.5					5.5	2.0	50.0	26.0	B	B
NO. IN POS: 268													
$ 276.8 WT'D AVG:	$ 32.9	$ 3.6	$ 36.5	$ 28.0									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 36.0	$ 2.8	$ 38.8		$ 35.9	$ 38.0	$ 40.0	5.0	1.0	47.5	13.0	150	A
TO	35.8	2.7	38.5		35.9	38.0	40.0	5.0	1.0	47.5	13.0	150	A
$100.0				$ 32.1	27.3	30.2	32.2	5.0	2.0	45.0	10.0	220	C
				31.5	27.3	30.2	32.2	5.0	2.0	45.0	10.0	220	C
	30.3	0.0	30.3					5.0	2.0	46.0	13.0	B	B
	29.7	2.4	32.1					5.0	2.0	46.0	13.0	B	B
				28.8				5.0	2.0	50.0	30.0	144	144
				28.5				5.0	2.0	50.0	30.0	144	144
	26.9	4.5	31.4					5.0	2.0	55.0	16.0	195	195
	26.6	4.4	31.0					5.0	2.0	55.0	16.0	195	195
	25.3	0.0	25.3					5.0	2.0	50.0	26.0	135	
				25.1				5.5	1.5			E	F
	24.6	0.0	24.6					5.0	2.0	50.0	26.0	135	
	24.3	1.7	26.0		20.8	23.7	26.5	4.7		45.6	4.4		
				23.7	17.8	23.5	29.2	5.0	3.0	65.0	52.0	B	B
				23.7	17.8	23.5	29.2	5.0	3.0	65.0	52.0	B	B
				23.0				5.0	2.0	40.0	12.0	E	F
				23.0				5.0	2.0	40.0	12.0	E	F
				22.0				5.5	1.5			E	F
				22.0	20.0	22.0	26.0	6.0	2.0	50.0	1.0		
	21.5	1.4	22.9		20.9	24.2	27.4	5.0	3.0	50.0	.5	125	125
	21.4	1.0	22.4		20.9	24.2	27.4	5.0	3.0	50.0	.5	125	125
	20.5	1.4	21.9					5.5	2.0	50.0	26.0	B	B
	20.0	1.0	21.0					5.5	3.0	47.0	2.0		
NO. IN POS: 293													
$ 156.8 WT'D AVG:	$ 25.5	$ 1.9	$ 27.4	$ 26.0									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9				$ 30.2	$ 25.7	$ 28.6	$307.0	5.0	2.0	45.0	10.0	220	C
AND BELOW	$ 29.0	$ 2.0	$ 31.0					5.0	2.0	46.0	13.0	B	B
				28.8				5.0	2.0	50.0	30.0	144	144
				27.7				5.0	2.0	50.0	30.0	144	144
	26.4	4.3	30.7					5.0	2.0	55.0	16.0	195	195
				23.7	17.8	23.5	29.2	5.0	3.0	65.0	52.0	B	B
	23.6	0.0	23.6					5.0	2.0	50.0	26.0	135	
				23.0				5.0	2.0	40.0	12.0	E	F
				21.4				5.5	1.5			E	F
	21.4	0.8	22.2		20.9	24.2	27.4	5.0	3.0	50.0	.5	125	125
				20.8				5.0	2.0	40.0	12.0	E	F
	20.3	0.6	20.9		20.9	24.2	27.4	5.0	3.0	50.0	.5	125	125
	20.0	1.5	21.5					5.5	2.0	50.0	26.0	B	B
				19.9				5.5	1.5			E	F
	19.2	1.0	20.2					5.5	3.0	42.0	2.0		
	18.7	0.7	19.4					5.5	3.0	47.0	2.0		
	18.7	1.5	20.2					5.5	2.0	50.0	26.0	B	B
				17.1				6.0	5.0	50.0	3.0	B	B
	16.6	0.8	17.4					6.0	3.0	47.0	2.0		
				14.1				6.0	5.0	50.0	3.0	B	B
NO. IN POS: 65													
WT'D													
$ 78.3 AVG:	$ 21.0	$ 1.3	$ 22.3	$ 23.2									
NO SCOPE				$ 28.9				5.5	1.5			E	F
REPORTED	$ 27.8	$ 4.4	$ 32.2					5.0	2.0	55.0	16.0	195	195
				23.7	$ 17.8	$ 23.5	$ 29.2	5.0	3.0	65.0	52.0	B	B
NO. IN POS: 18													
WT'D													
AVG:	$ 27.8	$ 4.4	$ 32.2	$ 26.3									
NO. IN POS: 644													
POSITION													
$ 200.0 AVG:	$ 28.4	$ 2.7	$ 31.1	$ 26.2									

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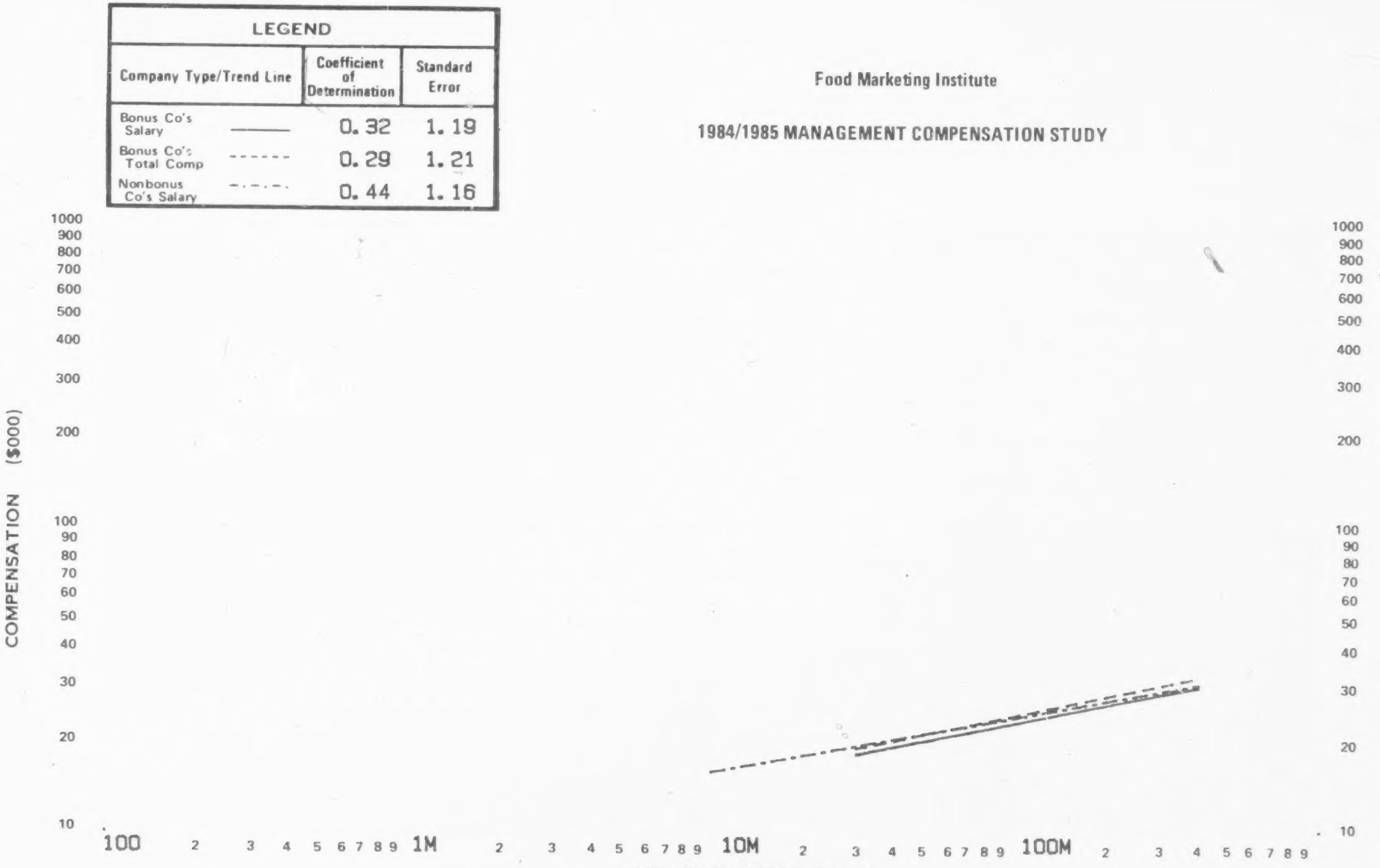
1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #43 - ASSISTANT/CO-STORE MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0				$ 34.1				6.0	5.0	50.0	3.0	B	B
AND ABOVE				30.5				5.0	1.0	45.0	12.0	160	160
				28.5				5.0	1.0	40.0	13.0	E	E
				27.4				5.0	2.0	40.0	30.0	E	E
	$ 27.3	$ 1.2	$ 28.5					5.0	1.0	48.0		C	C
	27.3	1.3	28.6					5.0	1.0	48.0		C	C
				26.9									
				26.4	$ 20.8	$ 26.4	$ 32.0	6.0	5.0	50.0	3.0	B	B'
				25.0				6.0	5.0	50.0	3.0	B	B
				20.7	7.1	18.3	29.4	6.0	5.0	50.0	3.0	B	B
				18.0	13.7	18.4	23.2	6.0	5.0	50.0	3.0	B	B
NO. IN POS: 58													
$ 180.7 WT'D AVG:	$ 27.3	$ 1.2	$ 28.5	$ 25.6									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$49.9				$ 33.7	$ 29.9	$ 32.8	$ 34.3	5.0	2.0	45.0	10.0	220	C
TO				32.9	29.1	31.7	33.3	5.0	2.0	45.0	10.0	220	C
$25.0				30.6				5.0	1.0	45.0	12.0	160	160
				30.1				5.0	1.0	45.0	12.0	160	160
	$ 28.0	$ 1.4	$ 29.4		22.1	25.4	28.6	4.7		46.4	3.6		
				27.5				5.0	1.0	40.0	13.0	E	E
				27.4				5.0	2.0	40.0	30.0	E	E
				27.4				5.0	2.0	40.0	30.0	E	E
				26.8				5.0	1.0	40.0	13.0	E	E
				26.0				5.0	1.0	40.0	12.0	E	F
				26.0				5.0	1.0	40.0	12.0	E	F
				24.1				5.2	1.0	42.5	.5		
				24.1									
	24.0	1.2	25.2					5.5		47.0	1.0		
				23.8				5.2	1.0	42.5	.5		
				23.0	22.0	23.0	24.0	5.0	1.0	40.0	1.0	1.5	1.5
				22.8									
	22.1	0.0	22.1		22.1	25.4	28.6	4.5		45.0	5.0		
				19.3				5.0	1.0	40.0	26.0		
NO. IN POS: 172													
$ 35.1 WT'D AVG:	$ 26.3	$ 1.1	$ 27.4	$ 26.6									

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                              FOOD MARKETING INSTITUTE
                       1984-1985 MANAGEMENT COMPENSATION STUDY
                       SURVEY POSITION 44 - MEAT DEPARTMENT
                                                MANAGER
                             REGION #2 - N. E. CENTRAL

       SCOPE           BONUS COMPANIES       NONBONUS     SALARY   RANGE      WORK SCHEDULE/PAY PRACTICES
 AVG WKLY MEAT SALES                  TOTAL  COMPANIES -------------------- #   #    #     #   SUN.HOL.
      ($THOU)        SALARY  BONUS    COMP    SALARY    MIN    MID     MAX DYS.NTS.HRS. SUN. PAY PAY
 ------------------- ------ ------ ------ --------- ------ ------ ------ -------------------------
       $24.9                                $ 31.4  $ 29.1 $ 31.7 $ 33.3 5.0 2.0 45.0 10.0 220   C
        TO                                    29.8                       5.0 1.0 45.0 12.0 160 160
       $15.0                                  27.4                       5.0 2.0 40.0 30.0   E   E
                                              26.2                       5.0 1.0 40.0 13.0   E   E
                                              26.0                       5.0 1.0 40.0 12.0   E   F
                     $ 26.0 $  1.7 $ 27.7            22.1   25.4    28.6 5.0     45.0  5.0
                                              23.4                       5.2 1.0 42.5   .5
                       22.1    0.9   23.0                                5.5     45.0  1.0
                                              21.6                       5.0 1.0 40.0 26.0
                                              21.1
                     ------ ------ ------ ------
   NO. IN POS:   91
             WT'D
 $   20.0    AVG: $ 22.8 $  1.0 $ 23.8 $ 26.1
-----------------------------------------------------------------------------------------------------
       $14.9                                $ 31.1  $ 29.1 $ 31.7 $ 33.3 5.0 2.0 45.0 10.0 220   C
     AND BELOW                                30.4                       5.0 1.0 45.0 12.0 160 160
                                              27.4                       5.0 2.0 40.0 30.0   E   E
                                              26.0                       5.0 1.0 40.0 12.0   E   F
                     $ 20.8 $  0.8 $ 21.6                                5.5     44.0  1.0
                                              19.3                       5.0 1.0 40.0 26.0
                                              19.1
                                              17.0                       6.0 5.0 50.0  3.0   B   B
                     ------ ------ ------ ------
   NO. IN POS:   31
             WT'D
 $   10.3    AVG: $ 20.8 $  0.8 $ 21.6 $ 23.4
-----------------------------------------------------------------------------------------------------
   NO SCOPE                                 $ 30.7                       5.0     40.0
   REPORTED
   NO. IN POS:    9
             WT'D
-----------------------------------------------------------------------------------------------------
   NO. IN POS:  361
            POSITION
 $   53.0    AVG: $ 23.9 $  1.0 $ 24.9 $ 26.3
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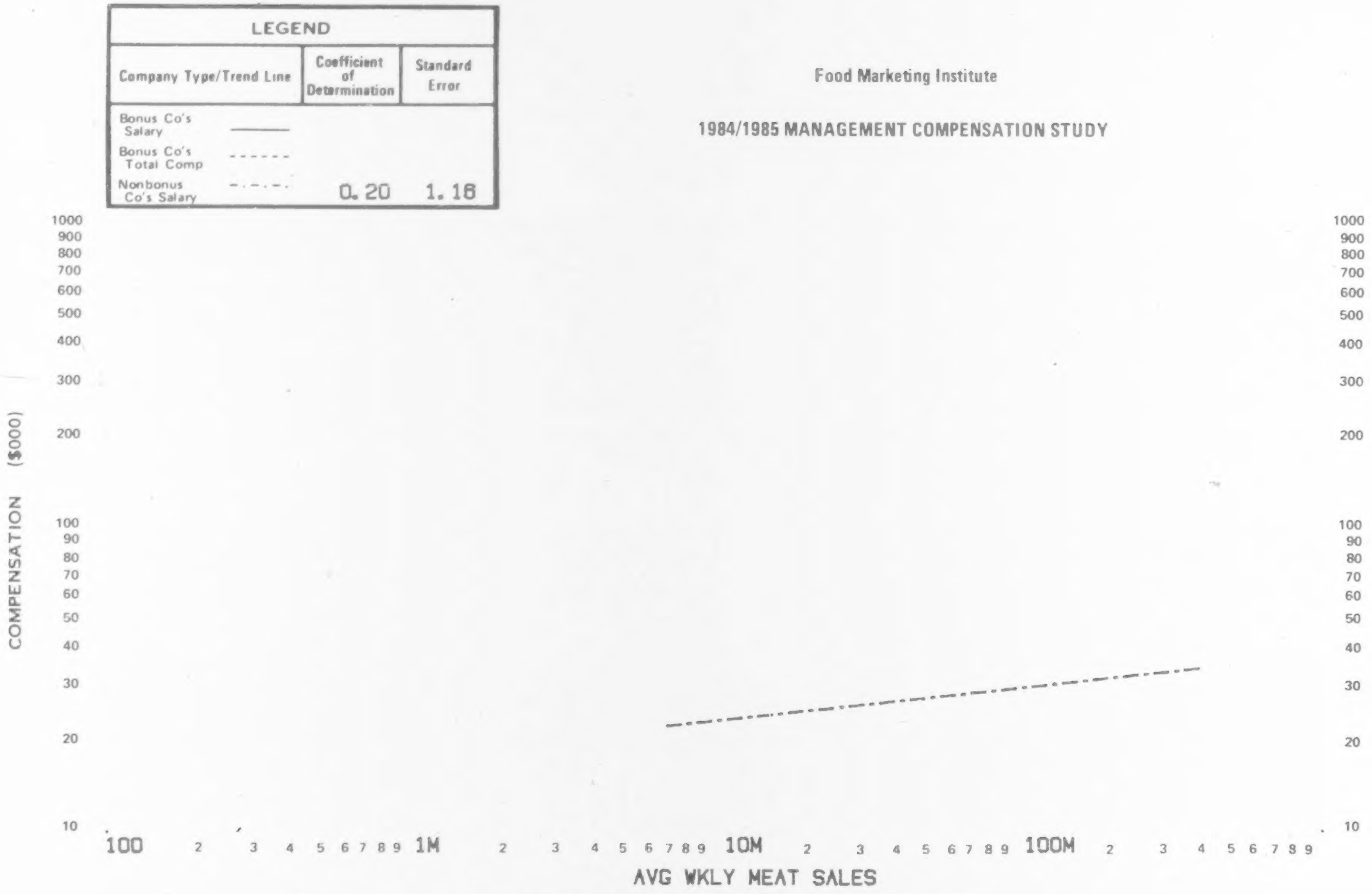
Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	- - - - - -		
Nonbonus Co's Salary	-.-.-.	0.20	1.18

SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2000.0 AND BELOW	REG. V.P./MGR.	$ 50.3	$ 42.4	$ 92.7		$ 47.8	$ 50.3	$ 52.8
	MANAGER	46.8	9.1	55.9		34.4	43.1	51.7
	C.O.O.	44.7	6.7	51.4				
		44.0	5.2	49.2		35.1	41.4	47.7
	GROUP EXEC.	34.0	5.1	39.1				
					$ 27.2	22.9	28.5	34.1
	MANAGER				25.6	22.7	30.3	37.9
	NO IN POSITION: 22							
$ 211.0	WEIGHTED GROUP AVG:	$ 47.1	$ 23.6	$ 70.7	$ 26.7			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 57.4	$ 11.1	$ 68.5		$ 47.1	$ 58.8	$ 70.5
	ASST. V.P./DIR				$ 34.4			
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 57.4	$ 11.1	$ 68.5	$ 34.4			
	NO IN POSITION: 26							
$ 211.0	POSITION AVERAGE:	$ 48.4	$ 22.0	$ 70.4	$ 28.1			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$225.0					$ 56.6	$ 33.7	$ 42.3	$ 50.9
AND BELOW	REG. V.P./MGR.	$ 50.4	$ 10.0	$ 60.4		40.5	50.4	62.4
	VICE PRESIDENT	46.6	7.0	53.6				
		38.1	2.6	40.7		35.1	41.4	47.7
					36.5	30.2	37.8	45.4
	MANAGER	36.2	6.3	42.5		34.4	43.1	51.7
	GROUP EXEC.	32.7	4.9	37.6				
					28.0	22.9	28.5	34.1
	MANAGER				26.7	20.7	27.6	34.5
	NO IN POSITION: 32							
$ 48.8	WEIGHTED GROUP AVG:	$ 41.6	$ 6.5	$ 48.1	$ 36.2			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 56.2	$ 11.1	$ 67.3		$ 47.1	$ 58.8	$ 70.5
		40.0	0.0	40.0				
	VICE PRESIDENT				$ 32.5			
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 50.8	$ 7.4	$ 58.2	$ 32.5			
	NO IN POSITION: 37							
$ 48.8	POSITION AVERAGE:	$ 43.0	$ 6.6	$ 49.6	$ 35.7			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0 AND BELOW	REG. V.P./MGR.	$ 49.4	$ 10.6	$ 60.0		$ 39.4	$ 49.4	$ 62.4
	VICE PRESIDENT	46.9	3.5	50.4				
		41.0	5.6	46.6		31.5	37.1	42.8
	ASST. V.P./DIR	40.5	7.5	48.0		34.4	43.1	51.7
					$ 32.9	30.2	37.8	45.4
					30.6	22.9	28.5	34.1
	MANAGER				29.9	21.6	28.8	36.0
	GROUP EXEC.	27.8	4.2	32.0				
	NO IN POSITION: 21							
$ 30.0	WEIGHTED GROUP AVG:	$ 42.7	$ 7.4	$ 50.1	$ 32.1			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 56.7	$ 8.9	$ 65.6		$ 47.1	$ 58.8	$ 70.5
		45.2	0.0	45.2				
	ASST. V.P./DIR				$ 35.1			
	VICE PRESIDENT				27.4			
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 52.9	$ 5.9	$ 58.8	$ 31.3			
	NO IN POSITION: 28							
$ 30.0	POSITION AVERAGE:	$ 44.5	$ 7.1	$ 51.6	$ 31.8			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #3 - WEST CENTRAL

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$630.0		$ 39.2	$ 0.0	$ 39.2				
AND BELOW	MANAGER	36.0	4.8	40.8		$ 30.7	$ 38.4	$ 46.1
					$ 35.3	30.2	37.8	45.4
					32.9	25.5	31.4	37.2
	VICE PRESIDENT				30.4			
	MANAGER				29.0	21.2	26.5	31.7
	MANAGER				27.8	25.3	38.6	51.8
	NO IN POSITION: 53							
$ 58.4	WEIGHTED GROUP AVG:	$ 36.6	$ 3.9	$ 40.5	$ 29.4			
NO SCOPE	VICE PRESIDENT	$ 44.7	$ 3.3	$ 48.0				
REPORTED	REG. V.P./MGR.	42.4	28.5	70.9		$ 38.6	$ 42.4	$ 46.3
	ASST. V.P./DIR				$ 41.3			
	MANAGER				40.1	31.5	39.5	47.4
	VICE PRESIDENT				36.3			
		34.2	0.0	34.2				
					27.8	22.9	28.5	34.1
	NO IN POSITION: 22							
	WEIGHTED GROUP AVG:	$ 41.6	$ 20.8	$ 62.4	$ 36.7			
	NO IN POSITION: 75							
$ 58.4	POSITION AVERAGE:	$ 39.5	$ 13.8	$ 53.3	$ 31.2			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DIVISION GENERAL
MANAGER
REGION #3 - WEST CENTRAL

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$460.0	C.O.O.	$ 92.0	$ 86.5	$178.5		$ 84.2	$ 92.0	$ 99.8
AND BELOW	BOARD OF DIR.				$ 76.0			
	SENIOR V.P.	72.0	18.2	90.2		58.9	73.6	88.3
	C.O.O.	70.2	8.2	78.4		72.9	91.1	109.3
	SENIOR V.P.	68.1	18.2	86.3		52.8	70.4	88.0
	C.O.O.	62.0	9.3	71.3				
		50.5	0.0	50.5		37.4	47.3	57.2
	NO IN POSITION: 32							
$ 226.0	WEIGHTED GROUP AVG:	$ 66.8	$ 17.5	$ 84.3	$ 76.0			
NO SCOPE	VICE PRESIDENT	$150.0	$ 22.5	$172.5				
REPORTED	C.O.O.	33.0	12.0	45.0				
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 62.3	$ 14.6	$ 76.9				
	NO IN POSITION: 36							
$ 226.0	POSITION AVERAGE:	$ 66.2	$ 17.2	$ 83.4	$ 76.0			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0	REG. V.P./MGR.	$ 64.5	$ 13.9	$ 78.4				
AND ABOVE	REG. V.P./MGR.	61.4	8.9	70.3				
	DIV. V.P./MGR.	55.9	11.9	67.8		$ 44.6	$ 55.8	$ 66.9
	REG. V.P./MGR.	54.0	7.6	61.6				
		53.5	0.0	53.5		37.4	47.3	57.2
	REG. V.P./MGR.	50.9	28.6	79.5				
		50.4	0.0	50.4		37.4	47.3	57.2
		48.5	5.0	53.5		42.2	52.7	63.2
		44.0	1.5	45.5		42.2	52.7	63.2
	VICE PRESIDENT	37.5	2.5	40.0				
	VICE PRESIDENT				$ 37.5			
	NO IN POSITION: 31							
$ 161.6	WEIGHTED GROUP AVG:	$ 54.0	$ 10.1	$ 64.1	$ 37.5			

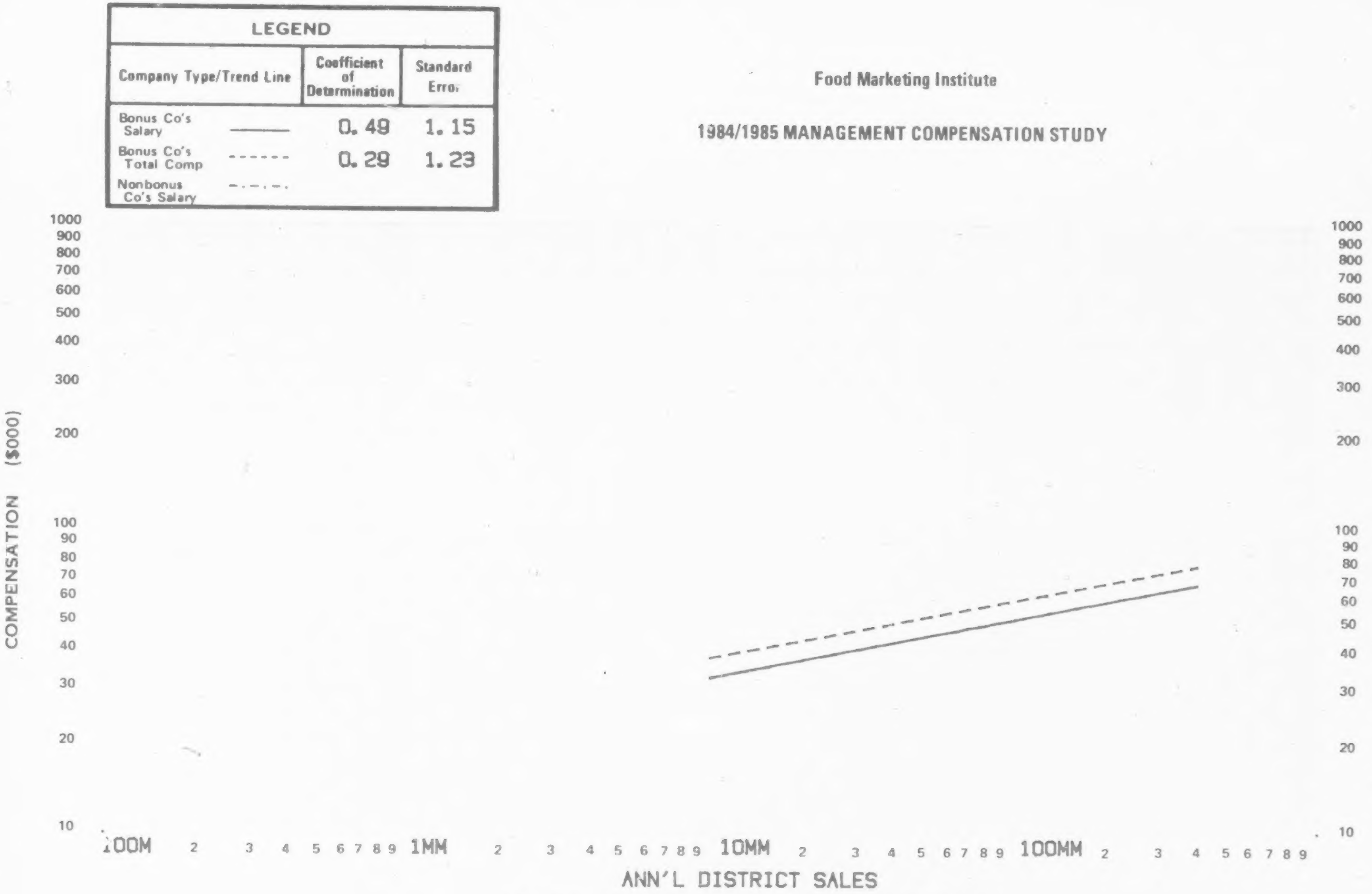
FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9 AND BELOW	VICE PRESIDENT	$ 62.0	$ 9.3	$ 71.3				
	REG. V.P./MGR.	54.0	9.0	63.0				
	REG. V.P./MGR.	52.0	4.9	56.9				
	REG. V.P./MGR.	52.0	7.4	59.4				
	DIV. V.P./MGR.	52.0	7.0	59.0		$ 44.6	$ 55.8	$ 66.9
	REG. V.P./MGR.	50.9	41.3	92.2				
		48.0	0.0	48.0		37.4	47.3	57.2
	VICE PRESIDENT	46.9	3.5	50.4				
	ASST. V.P./DIR	41.6	6.6	48.2				
		40.0	0.0	40.0				
	DIV. V.P./MGR.				$ 38.1	35.8	43.8	51.8
	DIV. V.P./MGR.				37.6	31.6	38.7	45.8
	DIV. V.P./MGR.				35.9	31.6	41.7	51.8
	DIV. V.P./MGR.	28.0	9.0	37.0				
	NO IN POSITION: 38							
$ 43.3	WEIGHTED GROUP AVG:	$ 39.9	$ 8.4	$ 48.3	$ 36.9			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 57.7	$ 0.0	$ 57.7				
	VICE PRESIDENT				$ 54.7			
	NO IN POSITION: 23							
	WEIGHTED GROUP AVG:	$ 57.7	$ 0.0	$ 57.7	$ 54.7			
	NO IN POSITION: 92							
$ 96.[illegible]	POSITION AVERAGE:	$ 49.2	$ 7.2	$ 56.4	$ 44.6			

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #41 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0	$ 47.7	$ 11.2	$ 58.9					5.0	1.0	50.0	6.0	B	B
AND ABOVE	47.5	0.0	47.5		$ 30.4	$ 37.9	$ 45.3		2.0	50.0	17.0	195	195
	45.9	2.0	47.9					5.0	1.0	50.0	6.0	B	B
	44.7	8.7	53.4					5.0	1.0	50.0		B	B
	41.5	3.8	45.3		34.4	43.0	51.6	5.0	2.0	48.0	12.0	B	A
	41.1	20.2	61.3					5.0		50.0	12.0	B	D
	40.0	10.5	50.5		34.2	42.8	51.3	5.0	2.0	48.0	12.0	B	A
	39.7	2.2	41.9					5.5	1.0	55.0		B	A
	38.9	0.0	38.9		31.1	38.9	46.6	5.0	2.0	48.0	12.0	B	A
	38.5	0.0	38.5		31.3	39.1	46.9	5.0	2.0	48.0	12.0	B	A
	38.5	0.0	38.5		30.4	37.9	45.3	5.0	2.0	50.0	17.0	195	195
	38.2	2.8	41.0					5.0	1.0	50.0		B	B
	37.9	6.2	44.1		31.3	39.1	46.9	5.0	2.0	48.0	12.0	B	A
	37.3	0.0	37.3		28.8	35.7	42.7	5.0	2.0	50.0	17.0	195	195
	37.1	13.5	50.6		36.1	37.5	39.0	6.0	1.0	48.0	8.0	B	B
	36.2	7.3	43.5		31.2	39.0	46.8	5.5	1.0	50.0	10.0	B	B
	36.1	3.7	39.8					5.5	2.0	50.0	18.0	B	B
				$ 32.8	31.0	33.3	35.5	5.5	2.0	46.0	12.0	B	A
	32.0	4.8	36.8					5.0	1.0	50.0			
NO. IN POS: 187													
$ 305.9 WT'D AVG:	$ 41.5	$ 6.9	$ 48.4	$ 32.8									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 49.6	$ 0.2	$ 49.8					5.0	1.0	50.0	6.0	B	B
TO	42.2	9.0	51.2					5.0	1.0	50.0		B	B
$150.0	41.1	20.4	61.5					5.0		50.0	12.0	B	D
	38.5	1.9	40.4					5.5	1.0	55.0		B	A
	37.7	2.8	40.5					5.0	1.0	50.0		B	B
	37.5	0.0	37.5		$ 31.3	$ 39.1	$ 46.9	5.0	2.0	48.0	12.0	B	A
	36.9	0.0	36.9		31.1	38.9	46.6	5.0	2.0	48.0	12.0	B	A
	36.9	0.0	36.9		27.4	33.9	40.3	5.0	2.0	50.0	17.0	195	195
	36.5	7.0	43.5		36.1	36.7	37.4	6.0	1.0	48.0	8.0	B	B
	34.2	6.9	41.1		28.8	36.0	43.2	5.5	1.0	50.0	10.0	B	B
	32.6	2.9	35.5		32.0	32.9	33.8	5.5	2.0	50.0	18.0	B	B
	31.3	4.7	36.0					5.0	1.0	50.0			
	30.4	10.2	40.6					6.0	1.0	48.0	12.0	60	D
				$ 29.1	23.5	28.5	33.5	5.5	2.0	46.0	12.0	B	A
NO. IN POS: 144													
$ 175.5 WT'D AVG:	$ 36.1	$ 4.6	$ 40.7	$ 29.1									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 40.8	$ 6.3	$ 47.1					5.0	1.0	50.0		B	B
TO	37.7	2.6	40.3					5.5	1.0	55.0		B	A
$100.0	36.8	2.8	39.6					5.0	1.0	50.0		B	B
	36.5	0.0	36.5					5.0	1.0	50.0	6.0	B	B
	36.5	0.0	36.5		$ 28.5	$ 35.6	$ 42.7	5.0	2.0	48.0	12.0	B	A
	35.2	0.0	35.2		33.3	34.6	36.1	6.0	1.0	48.0	8.0	B	B
	34.6	0.0	34.6					5.0	2.0	50.0	17.0	195	195
	34.0	5.1	39.1					5.0	1.0	50.0			
	32.8	0.0	32.8		31.1	38.9	46.6	5.0	2.0	48.0	12.0	B	A
	32.1	5.3	37.4		26.4	33.0	39.6	5.5	1.0	50.0	10.0	B	B
	31.9	2.7	34.6		30.8	31.8	32.4	5.5	2.0	50.0	18.0	B	B
	30.4	0.0	30.4					6.0	1.0	48.0	12.0	60	D
	30.4	0.0	30.4					6.0	1.0	48.0	12.0	60	D
				$ 29.8	27.0	29.8	32.5	5.5	2.0	46.0	12.0	B	A
	------	------	------	------									
NO. IN POS: 166													
$ 123.1 WT'D AVG:	$ 35.4	$ 3.1	$ 38.5	$ 29.8									
$99.9	$ 46.3	$ 2.0	$ 48.3					5.0	1.0	50.0	6.0	B	B
TO	38.6	6.9	45.5					5.0	1.0	50.0		B	B
$75.0	37.0	0.0	37.0		$ 31.3	$ 39.1	$ 46.9	5.0	2.0	48.0	12.0	B	A
	35.6	0.0	35.6		33.3	35.3	37.4	6.0	1.0	48.0	8.0	B	B
	35.6	1.4	37.0					5.5	1.0	55.0		B	A
	35.4	2.8	38.2					5.0	1.0	50.0		B	B
	34.3	4.2	38.5					5.0		50.0	12.0	B	D
	30.4	0.0	30.4					6.0	1.0	48.0	12.0	60	D
	30.0	0.0	30.0		31.1	38.9	46.6	5.0	2.0	48.0	12.0	B	A
				$ 28.7	25.5	30.0	34.5	5.5	2.0	46.0	12.0	B	A
	------	------	------	------									
NO. IN POS: 50													
$ 87.4 WT'D AVG:	$ 36.9	$ 2.3	$ 39.2	$ 28.7									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9	$ 37.4	$ 5.8	$ 43.2					5.0	1.0	50.0		B	B
AND BELOW	37.0	8.0	45.0		$ 28.5	$ 35.6	$ 42.7	5.0	2.0	48.0	12.0	B	A
	36.5	0.0	36.5		36.1	36.7	37.4	6.0	1.0	48.0	8.0	B	B
	35.6	1.3	36.9					5.5	1.0	55.0		B	A
	34.7	0.0	34.7		33.3	34.7	36.1	6.0	1.0	48.0	8.0	B	B
	33.6	4.9	38.5					5.0	1.0	50.0		B	B
	32.5	0.0	32.5		28.3	35.4	42.3	5.0	2.0	48.0	12.0	B	A
				$ 31.3				5.5	1.0	55.0		B	A
	30.4	0.0	30.4					6.0	1.0	48.0	12.0	60	D
	30.4	0.0	30.4					6.0	1.0	48.0	12.0	60	D
				27.4	23.7	27.0	30.3	5.5	2.0	46.0	12.0	B	A
				25.7	22.5	25.1	27.7	5.5	2.0	46.0	12.0	B	A
	22.1	2.4	24.5					5.5		40.0		0	D
	16.0	16.0	32.0					6.0	1.0	48.0	1.0		
NO. IN POS: 154													
$ 36.4 WT'D AVG:	$ 20.8	$ 12.4	$ 33.2	$ 26.9									
NO SCOPE REPORTED	$ 43.3	$ 10.0	$ 53.3		$ 38.4	$ 48.0	$ 57.6	5.5	1.0	50.0	10.0	B	B
				$ 41.6				6.0	1.0	48.0	1.0	B	B
	34.4	5.2	39.6					5.0	1.0	50.0			
NO. IN POS: 118													
WT'D AVG:	$ 42.6	$ 9.6	$ 52.2	$ 41.6									
NO. IN POS: 819													
$ 162.2 POSITION AVG:	$ 35.1	$ 6.7	$ 41.8	$ 34.3									

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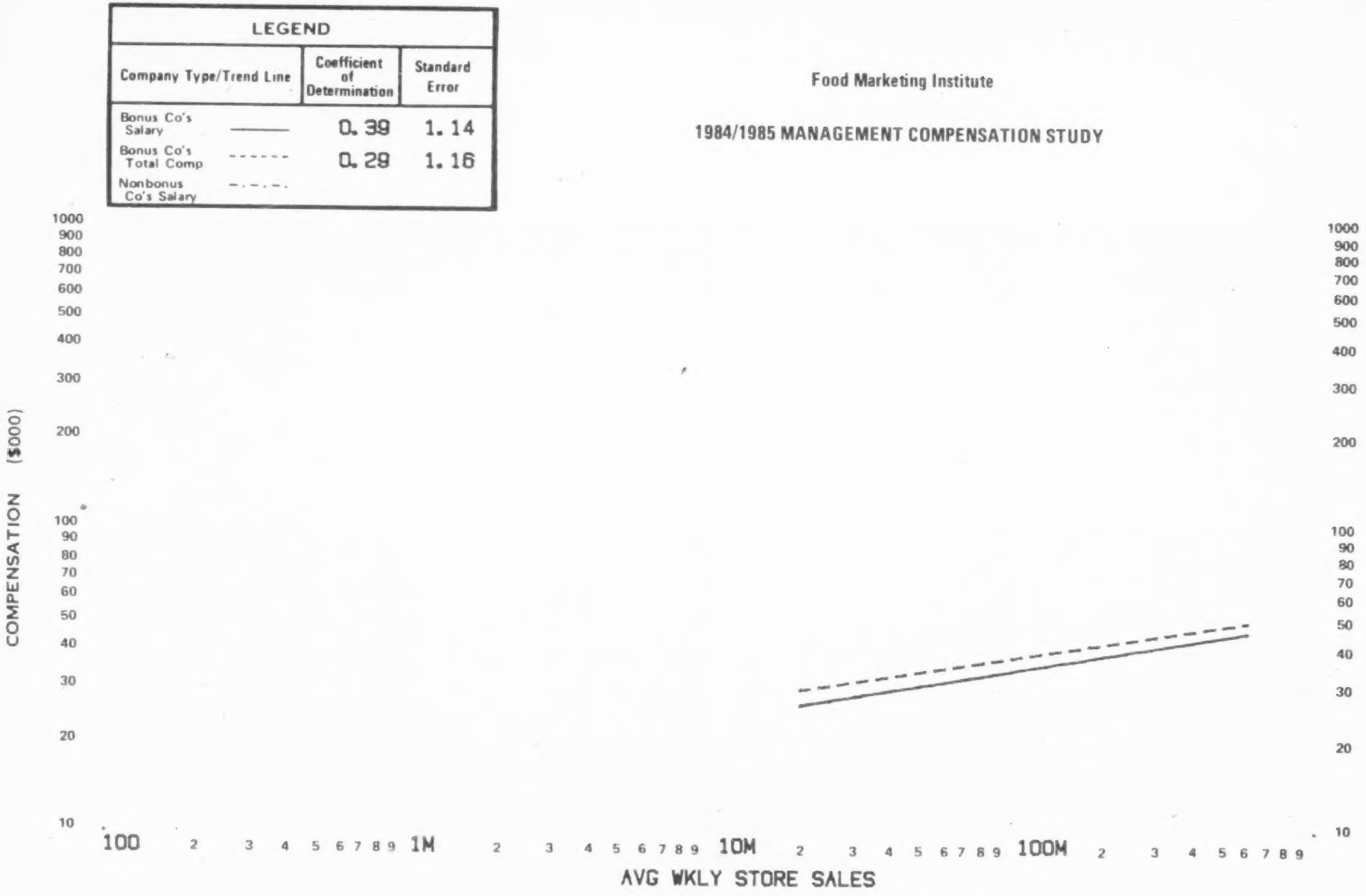

SURVEY POSITION #42 - STORE MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$175.0 AND ABOVE	$ 33.6	$ 1.5	$ 35.1					5.5	1.0	55.0	26.0	B	A
	33.1	1.3	34.4					5.5	1.0	55.0	26.0	B	A
	32.9	5.1	38.0					4.0	2.0	40.0	51.0	E	D
	32.9	5.0	37.9					5.5	1.0	48.0		B	B
				$ 31.6	$ 25.5	$ 31.4	$ 37.2	5.0	2.0	45.0	17.0	195	195
				30.9	25.1	30.8	36.5	5.0	2.0	45.0	17.0	195	195
				30.8	25.1	30.8	36.5	5.0	2.0	45.0	17.0	195	195
				30.3	23.0	28.1	33.1	5.0	2.0	45.0	17.0	195	195
	29.4	6.6	36.0		29.1	29.5	29.9	6.0	3.0	52.0	30.0	B	B
	27.6	2.8	30.4		25.5	31.8	38.2	5.5	1.0	50.0	10.0	B	B
				26.3				5.0	2.0	40.0	12.0	E	F
				26.3				5.0	2.0	40.0	12.0	E	F
	25.2	3.4	28.6					5.0		48.0	12.0	50	D
				23.0				5.0	2.0	40.0	12.0	E	F
				22.5				5.0	1.0	40.0	.7	E	E
				22.5				5.0	1.0	40.0	.7	E	E
				21.2				5.5	3.0	40.0	15.0	E	E
NO. IN POS: 161													
$ 240.3 WT'D AVG:	$ 29.7	$ 3.6	$ 33.3	$ 27.8									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$174.9	$ 32.9	$ 5.1	$ 38.0					4.0	2.0	40.0	51.0	B	D
TO	32.0	5.2	37.2					5.5	1.0	48.0		B	B
$100.0	31.3	1.3	32.6					5.5	1.0	55.0	26.0	B	A
				$ 30.7	$ 23.0	$ 28.1	$ 33.1	5.0	2.0	45.0	17.0	195	195
	30.4	3.5	33.9					5.5	1.0	48.0		B	B
	29.1	3.9	33.0					6.0	3.0	52.0	30.0	B	B
	28.4	0.0	28.4		27.0	28.1	29.1	6.0	3.0	52.0	30.0	B	B
				26.3				5.0	2.0	40.0	12.0	E	F
				26.3				5.0	2.0	40.0	12.0	E	F
	25.2	0.0	25.2					5.0		48.0	12.0	50	D
	25.2	0.0	25.2					5.0		48.0	12.0	50	D
				23.2	19.8	22.7	25.5	5.5	2.0	46.0	17.0	B	B
				23.0				5.0	2.0	40.0	12.0	E	F
				23.0				5.0	2.0	40.0	12.0	E	F
				22.5				5.0	1.0	40.0	.7	E	E
				21.2				5.5	3.0	40.0	15.0	E	E
				21.2				5.5	3.0	40.0	15.0	E	E
				20.6	18.8	21.2	23.5	5.5	2.0	46.0	17.0	B	B
NO. IN POS: 203													
$ 142.2 WT'D AVG:	$ 29.5	$ 2.2	$ 31.7	$ 22.6									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9 AND BELOW	$ 30.2	$ 1.1	$ 31.3					5.5	1.0	55.0	26.0	B	A
	29.7	1.0	30.7					5.5	1.0	55.0	26.0	B	A
	29.1	0.0	29.1					6.0	3.0	52.0	30.0	B	B
	28.8	3.7	32.5					5.5	1.0	48.0		B	B
	28.4	0.0	28.4		$ 27.0	$ 28.1	$ 29.1	6.0	3.0	52.0	30.0	B	B
	28.0	0.0	28.0		27.0	28.1	29.1	6.0	3.0	52.0	30.0	B	B
	27.5	1.0	28.5					.4	2.0	40.0	51.0	B	D
	27.2	3.2	30.4					5.5	1.0	48.0		B	B
				$ 26.3				5.0	2.0	40.0	12.0	E	F
	25.2	0.0	25.2					5.0		48.0	12.0	50	D
	25.2	0.0	25.2					5.0		48.0	12.0	50	D
	25.2	0.0	25.2					5.0		48.0	12.0	50	D
	24.5	2.6	27.1					5.5	1.0	48.0		B	B
				23.0				5.0	2.0	40.0	12.0	E	F
				23.0				5.0	2.0	40.0	12.0	E	F
				22.5				5.0	1.0	40.0	.7	E	E
				21.2	18.8	21.2	23.5	5.0	2.0	41.0	17.0	E	E
				19.7	17.9	20.0	22.0	5.0	2.0	41.0	17.0	E	E
				19.6	17.9	20.3	22.6	5.0	2.0	41.0	17.0	E	E
				18.7	15.9	17.9	19.9	5.0	2.0	41.0	17.0	E	E
	11.0	1.5	12.5		9.0	12.0	15.0						
NO. IN POS: 207													
$ 53.2 WT'D AVG:	$ 17.6	$ 1.3	$ 18.9	$ 20.4									
NO SCOPE REPORTED	$ 35.8	$ 7.9	$ 43.7		$ 31.2	$ 39.0	$ 46.8	5.5	1.0	50.0	10.0	B	B
				$ 30.8				6.0	1.0	48.0	1.0	B	B
				26.0				5.0	2.5	50.0	2.0		
NO. IN POS: 78													
WT'D AVG:	$ 35.8	$ 7.9	$ 43.7	$ 28.3									
NO. IN POS: 649													
$ 137.6 POSITION AVG:	$ 25.2	$ 2.7	$ 27.9	$ 24.5									

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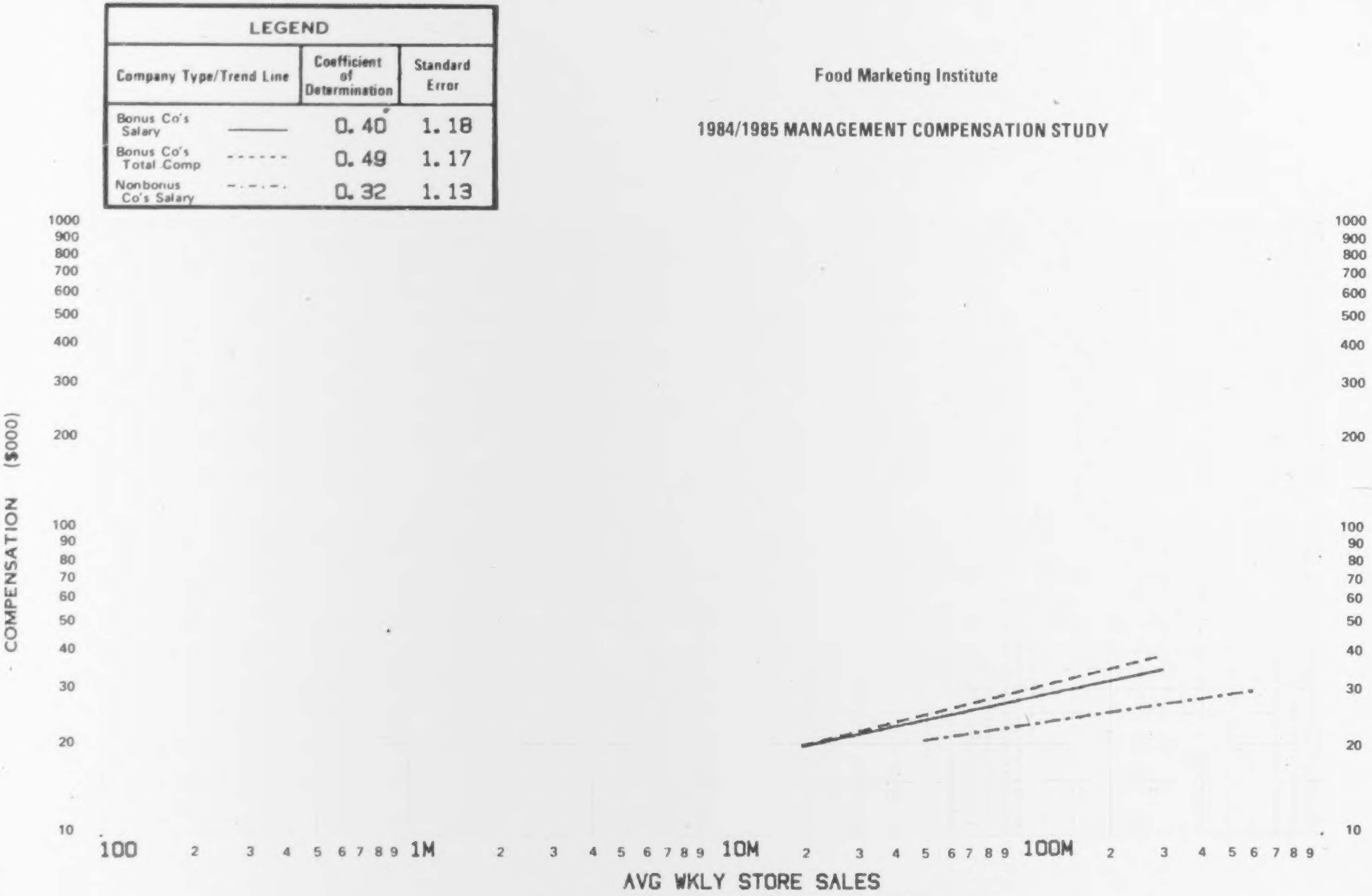
1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #43 - ASSISTANT/CO-STORE MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$25.0	$ 40.4	$ 3.6	$ 44.0					6.0	1.0	48.0	2.0	E	E
AND ABOVE	38.3	1.8	40.1					5.5		55.0	12.0	B	A
	37.3	1.7	39.0					5.5		55.0	12.0	B	A
	33.4	13.8	47.2					5.5	1.0	48.0		B	D
				$ 31.5				5.0	2.0	40.0	15.0	E	E
				31.5				5.0	2.0	40.0	15.0	E	E
				30.9				5.0	1.0	40.0	12.0	E	F
				30.9				5.0	1.0	40.0	12.0	E	F
				30.9				5.0	1.0	40.0	12.0	E	F
	30.5	2.7	33.2					5.0		40.0	6.0	E	E
				29.3	$ 24.8	$ 29.3	$ 33.7	5.0		45.0		B	A
				29.2	28.5	29.3	30.0	5.0		45.0		B	A
				29.0				5.0		40.0		E	E
	28.2	1.4	29.6					5.0		40.0	6.0	E	E
				27.0	25.3	27.4	29.5	5.0		45.0		B	A
	26.5	0.3	26.8					5.0		40.0	10.0	E	E
				26.0				5.0	1.0	40.0	12.0	E	F
				26.0				5.0	1.0	40.0	12.0	E	F
				24.8				5.0		40.0		E	D
NO. IN POS: 238													
$ 53.2 WT'D AVG:	$ 31.4	$ 3.7	$ 35.1	$ 29.5									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9	$ 35.5	$ 1.3	$ 36.8					5.5		55.0	12.0	B	A
AND BELOW	34.4	1.2	35.6		$ 28.3	$ 33.9	$ 39.5	6.0	1.0	48.0	2.0	E	E
	33.6	0.0	33.6		30.0	34.8	39.7	6.0	1.0	48.0	2.0	E	E
	33.0	0.5	33.5					5.5		55.0	12.0	B	A
				$ 30.9				5.0	1.0	40.0	12.0	E	F
				28.9				5.0		40.0		E	E
				28.7				5.0		40.0		E	E
				27.6	25.0	28.1	31.2	5.0		45.0		E	E
	26.5	0.3	26.8					5.0		40.0	10.0	E	E
				26.2				5.0		40.0		E	D
				26.0				5.0	1.0	40.0	12.0	E	F
				26.0				5.0	1.0	40.0	12.0	E	F
	25.3	1.5	26.8					5.0		40.0	6.0	E	E
				24.1	19.2	24.2	29.1	5.0		45.0		E	E
				22.4				5.0		40.0		E	D
NO. IN POS: 239													
$ 15.4 WT'D AVG:	$ 31.4	$ 0.9	$ 32.3	$ 25.8									
NO SCOPE				$ 32.4				5.0		40.0			
REPORTED				28.3				5.0		40.0		1.5	
				28.1				5.0	1.0	40.0	1.0	E	E
NO. IN POS: 126													
WT'D AVG:				$ 29.8									
NO. IN POS: 603													
$ 34.3 POSITION AVG:	$ 31.4	$ 2.3	$ 33.7	$ 28.5									

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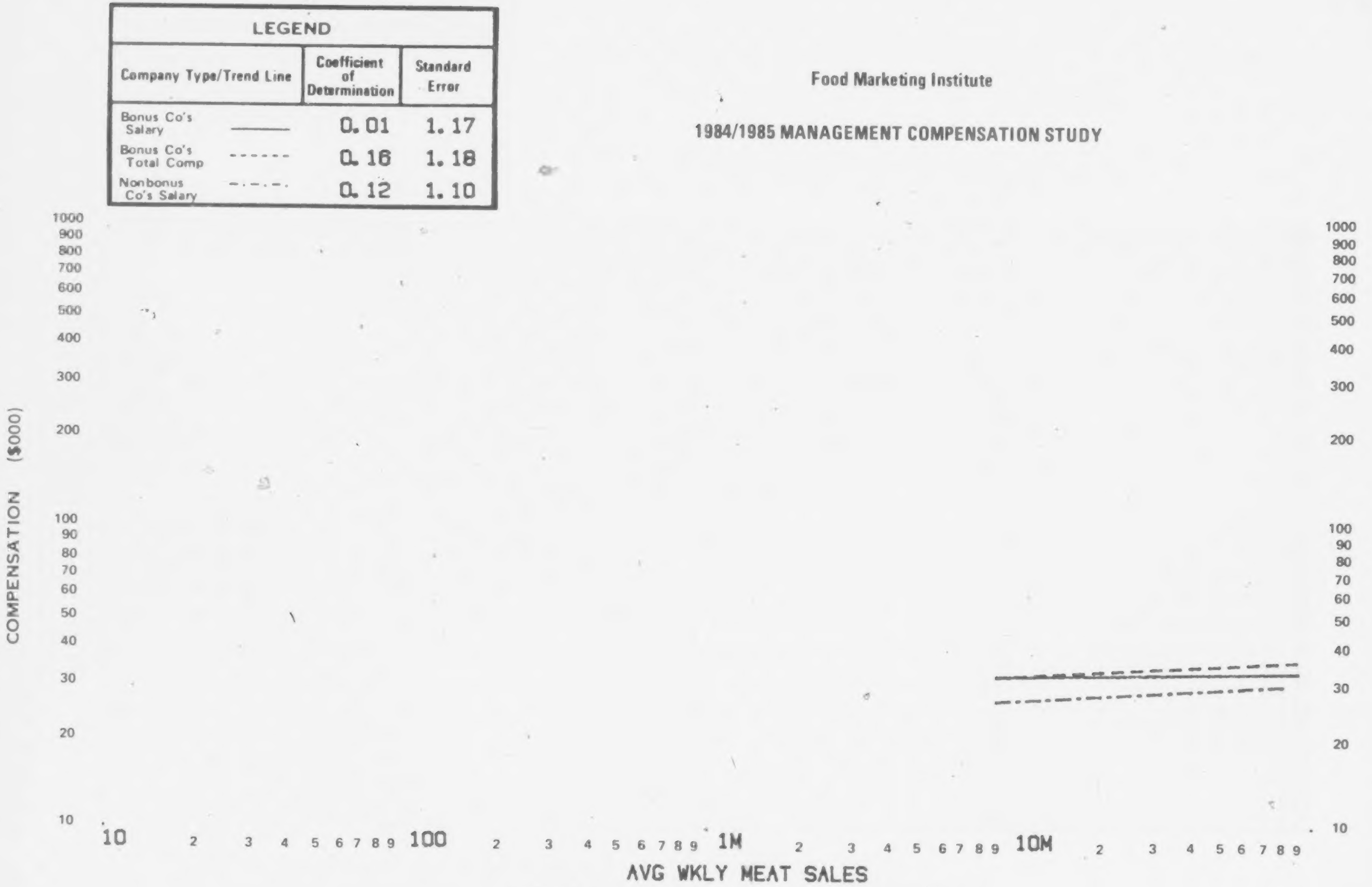


SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1050.0 AND BELOW	VICE PRESIDENT	$ 72.0	$ 10.0	$ 82.0		$ 49.5	$ 61.9	$ 74.2
	DIV. V.P./MGR.	50.0	0.0	50.0		37.2	46.5	55.8
	CEO/PRESIDENT	40.0	0.0	40.0				
	GROUP EXEC.	33.8	0.0	33.8				
	GROUP EXEC.	27.1	0.2	27.3				
	GROUP EXEC.	24.9	2.7	27.6				
	EXEC. V.P.				$ 19.7			
	NO IN POSITION: 108							
$ 18.3	WEIGHTED GROUP AVG:	$ 28.0	$ 0.3	$ 28.3	$ 19.7			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 53.2	$ 11.1	$ 64.3		$ 47.1	$ 58.8	$ 70.5
	DIST.MANAGER	42.3	10.6	52.9				
		37.0	7.0	44.0				
					$ 28.0			
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 49.8	$ 10.5	$ 60.3	$ 28.0			
	NO IN POSITION: 117							
$ 18.3	POSITION AVERAGE:	$ 29.5	$ 1.0	$ 30.5	$ 23.9			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$275.0 AND BELOW	VICE PRESIDENT	$ 65.5	$ 10.0	$ 75.5		$ 49.5	$ 61.9	$ 74.2
	DIV. V.P./MGR.	50.0	0.0	50.0		32.8	40.9	49.1
	VICE PRESIDENT	37.5	0.0	37.5				
	GROUP EXEC.	29.5	0.0	29.5				
					$ 28.3			
	DIST.MANAGER				27.1			
	GROUP EXEC.	26.5	3.3	29.8				
	GROUP EXEC.				25.5			
	NO IN POSITION: 48							
$ 21.3	WEIGHTED GROUP AVG:	$ 36.4	$ 2.5	$ 38.9	$ 25.7			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 55.5	$ 11.3	$ 66.8		$ 47.1	$ 58.8	$ 70.5
	DIST.MANAGER	33.1	8.3	41.4				
	VICE PRESIDENT	31.5	2.5	34.0				
					$ 24.0			
	NO IN POSITION: 19							
	WEIGHTED GROUP AVG:	$ 40.2	$ 8.0	$ 48.2	$ 24.0			
	NO IN POSITION: 67							
$ 21.3	POSITION AVERAGE:	$ 39.1	$ 6.3	$ 45.4	$ 25.7			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$200.0 AND BELOW	VICE PRESIDENT	$ 65.5	$ 10.0	$ 75.5		$ 49.5	$ 61.9	$ 74.2
	DIV. V.P./MGR.	40.0	2.4	42.4		30.0	37.4	44.9
	VICE PRESIDENT	37.5	0.0	37.5				
	GROUP EXEC.	31.0	0.0	31.0				
	GROUP EXEC.	25.4	2.7	28.1		27.3	28.1	28.7
	GROUP EXEC.				$ 24.5			
					21.5			
	NO IN POSITION: 40							
$ 10.5	WEIGHTED GROUP AVG:	$ 37.5	$ 2.9	$ 40.4	$ 24.3			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 55.4	$ 11.9	$ 67.3		$ 47.1	$ 58.8	$ 70.5
	VICE PRESIDENT	31.5	2.5	34.0				
	DIST.MANAGER	30.8	7.7	38.5				
					$ 24.0			
	NO IN POSITION: 19							
	WEIGHTED GROUP AVG:	$ 39.2	$ 7.9	$ 47.1	$ 24.0			
	NO IN POSITION: 59							
$ 10.5	POSITION AVERAGE:	$ 38.7	$ 6.7	$ 45.4	$ 24.3			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #4 - SOUTHEAST

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$70.0	DIV. V.P./MGR.	$ 46.5	$ 0.0	$ 46.5				
AND ABOVE	C.O.O.	42.2	14.8	57.0		$ 34.0	$ 39.5	$ 45.0
	REG. V.P./MGR.	40.0	4.0	44.0		32.8	40.9	49.1
	REG. V.P./MGR.	40.0	4.8	44.8		32.8	40.9	49.1
	SENIOR V.P.	35.5	3.5	39.0				
	SENIOR V.P.	35.5	3.5	39.0				
	NO IN POSITION: 17							
$ 108.4	WEIGHTED GROUP AVG:	$ 40.5	$ 8.5	$ 49.0				
$69.9	DIV. V.P./MGR.	$ 47.5	$ 0.0	$ 47.5				
AND BELOW	CEO/PRESIDENT				$ 39.0			
	CEO/PRESIDENT				39.0			
		38.7	7.0	45.7				
	CEO/PRESIDENT	33.2	4.2	37.4		$ 36.2	$ 37.4	$ 38.2
	DIV. V.P./MGR.	31.5	17.5	49.0				
	ASST. V.P./DIR	20.1	0.0	20.1		15.1	21.6	23.8
	NO IN POSITION: 59							
$ 26.3	WEIGHTED GROUP AVG:	$ 31.3	$ 9.6	$ 40.9	$ 39.0			

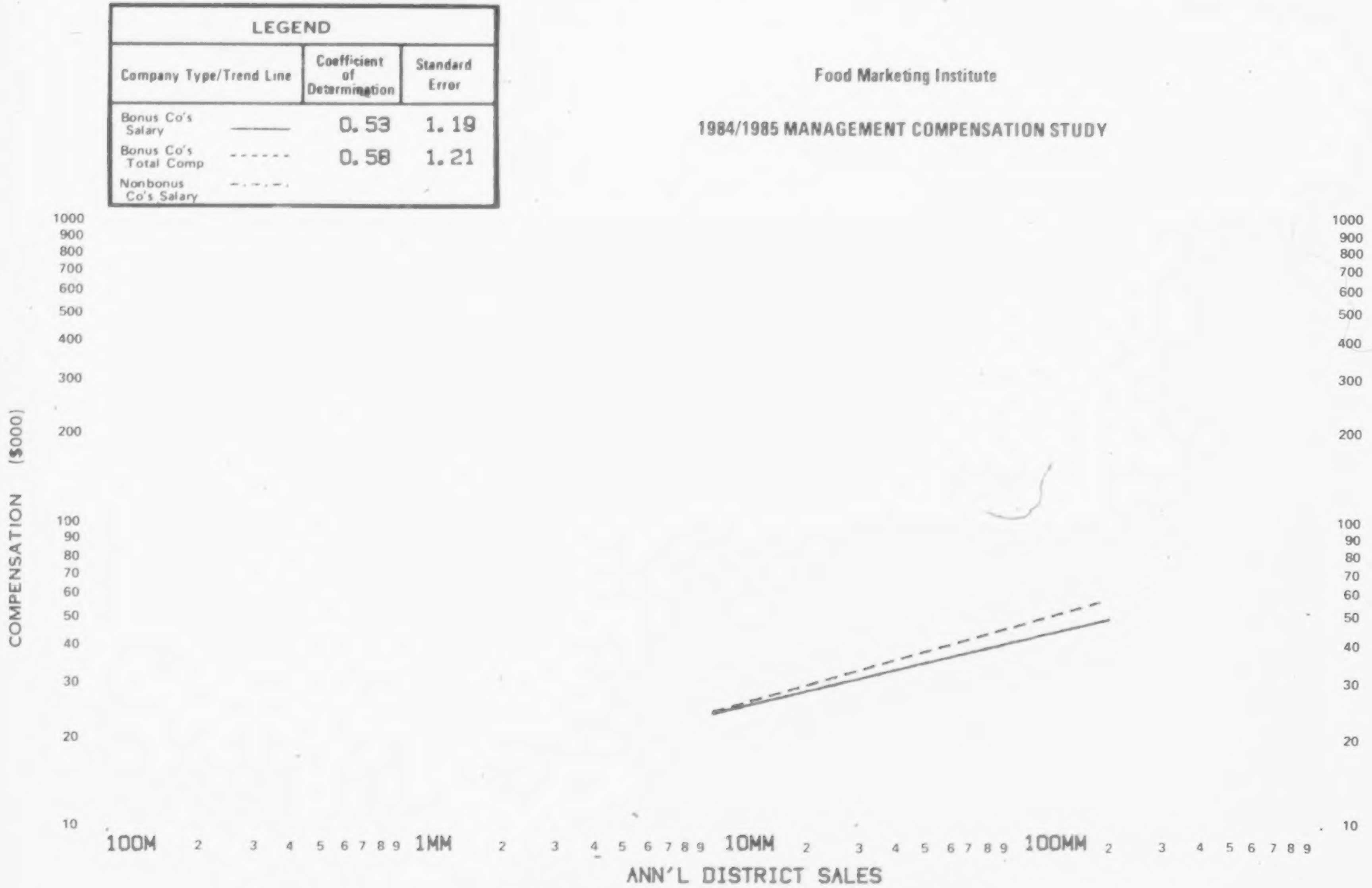
FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #4 - SOUTHEAST

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE	ASST. V.P./DIR	$ 56.4	$ 0.0	$ 56.4		$ 40.9	$ 51.1	$ 61.3
REPORTED	DIV. V.P./MGR.	53.0	0.0	53.0				
	NO IN POSITION:	39						
	WEIGHTED GROUP AVG:	$ 53.9	$ 0.0	$ 53.9				
	NO IN POSITION:	115						
$ 44.7	POSITION AVERAGE:	$ 40.5	$ 6.1	$ 46.6	$ 39.0			

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #41 - DISTRICT MANAGER

REGION #4 - SOUTHEAST

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0	$ 53.7	$ 0.8	$ 54.5		$ 37.2	$ 46.5	$ 55.8	5.0	2.0	47.0	17.3	200	200
AND ABOVE	52.7	0.8	53.5		34.4	43.0	51.6	5.0	2.0	47.0	17.3	200	200
	51.3	0.8	52.1		34.4	43.0	51.6	5.0	2.0	47.0	17.3	200	200
	49.8	0.7	50.5		34.4	43.0	51.6	5.0	2.0	47.0	17.3	200	200
	40.0	0.0	40.0		30.4	37.9	45.3	5.0	2.0	50.0	17.0	195	195
	40.0	9.0	49.0		33.0	35.0	40.0	5.5	1.0	54.0	13.0	B	A
	40.0	6.5	46.5							50.0	12.0	B	A
				$ 38.4				6.0	3.0	60.0	2.0		A
				38.4				6.0	3.0	60.0	2.0	A	A
	36.5	12.8	49.3		25.0	31.8	38.5	6.0	3.0	55.0	26.0	B	A
	36.3	5.0	41.3					5.0	1.0	55.0	12.0	160	160
	35.3	6.9	42.2		33.0	35.0	40.0	5.5	1.0	54.0	13.0	B	A
	35.0	12.3	47.3		25.0	31.8	38.5	6.0	3.0	55.0	26.0	B	A
	32.6	7.2	39.8					6.0		50.0	12.0	B	A
	31.2	8.6	39.8					5.0	1.5	50.0	17.0	E	D
	30.5	2.7	33.2					5.0	1.5	50.0	17.0	E	D
				29.0				6.0	3.0	60.0	2.0	A	A
				26.0				4.0	1.0	45.0	.5	100	100
NO. IN POS: 130													
$ 270.1 WT'D AVG:	$ 46.3	$ 2.8	$ 49.1	$ 27.6									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 48.4	$ 0.7	$ 49.1		$ 34.4	$ 43.0	$ 51.6	5.0	2.0	47.0	17.3	200	200
TO	46.8	0.7	47.5		31.9	38.3	44.6	5.0	2.0	47.0	17.3	200	200
$100.0	45.6	0.6	46.2		31.9	38.3	44.6	5.0	2.0	47.0	17.3	200	200
	43.5	0.6	44.1		31.9	38.3	44.6	5.0	2.0	47.0	17.3	200	200
	36.4	4.3	40.7					5.0	1.0	55.0	12.0	160	160
	35.1	3.2	38.3		26.5	33.1	39.6	5.0	2.0	52.0	20.0	125	A
	34.1	6.6	40.7		33.0	35.0	40.0	5.5	1.0	54.0	13.0	B	A
	34.0	11.9	45.9		25.0	31.8	38.5	6.0	3.0	55.0	26.0	B	A
	33.0	11.6	44.6		25.0	31.8	38.5	6.0	3.0	55.0	26.0	B	A
	32.2	3.9	36.1		26.5	33.1	39.6	5.0	2.0	52.0	20.0	125	A
	31.0	7.1	38.1					6.0		50.0	12.0	B	A
				$ 28.8	23.9	28.9	33.8	6.0	3.0	50.0	1.0	150	
				28.6				6.0	3.0	60.0	2.0	A	A
	28.4	2.1	30.5					5.0	1.5	50.0	17.0	E	D
	28.0	1.1	29.1					5.0	1.5	50.0	17.0	E	D
				27.6				6.0	3.0	60.0	2.0		A
	27.1	6.9	34.0					6.0		50.0	12.0	B	A
	26.4	0.0	26.4										
				24.7				4.0	1.0	45.0	.5	100	100
				24.7				4.0	1.0	45.0	.5	100	100
	23.4	1.5	24.9		22.5	23.9	25.5	6.0	2.0	50.0	20.0	A	D
				23.4				6.0	3.0	60.0	2.0	A	A
NO. IN POS: 391													
$ 135.0 WT'D AVG:	$ 33.5	$ 5.3	$ 38.8	$ 28.3									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9	$ 43.0	$ 2.1	$ 45.1		26.5	$ 33.1	$ 39.6	5.0	2.0	52.0	20.0	125	A
AND BELOW	31.4	11.0	42.4		25.0	31.8	35.0	6.0	3.0	55.0	26.0	B	A
	30.9	10.8	41.7		25.0	31.8	35.0	6.0	3.0	55.0	26.0	B	A
	29.3	10.3	39.6		25.0	31.8	35.0	6.0	3.0	55.0	26.0	B	A
	28.6	0.9	29.5					5.0	1.5	50.0	17.0	E	D
	28.6	0.9	29.5					5.0	1.5	50.0	17.0	E	D
	28.1	5.9	34.0					6.0		50.0	12.0	B	A
	27.8	0.4	28.2					5.0	1.5	50.0	17.0	E	D
				$ 24.7				4.0	1.0	45.0	.5	100	100
	24.6	3.0	27.6					6.0		50.0	12.0	B	A
	24.6	4.4	29.0					6.0		50.0	12.0	B	A
				22.3				6.0	3.0	60.0	2.0	A	A
	21.8	1.0	22.8		20.9	22.5	23.2	6.0	2.0	50.0	20.0	A	D
				21.3				6.0	3.0	60.0	2.0	A	A
	20.8	1.0	21.8		20.5	21.8	22.5	6.0	2.0	50.0	20.0	A	D
	20.0	1.0	21.0		19.5	20.9	21.6	6.0	2.0	50.0	20.0	A	D
NO. IN POS: 177 WT'D $ 69.2 AVG:	$ 27.5	$ 4.3	$ 31.8	$ 23.4									
NO SCOPE REPORTED NO. IN POS: 5 WT'D				$ 27.3				4.0	1.0	45.0	.5	100	100
NO. IN POS: 703 POSITION $ 143.5 AVG:	$ 34.4	$ 4.4	$ 38.8	$ 28.0									

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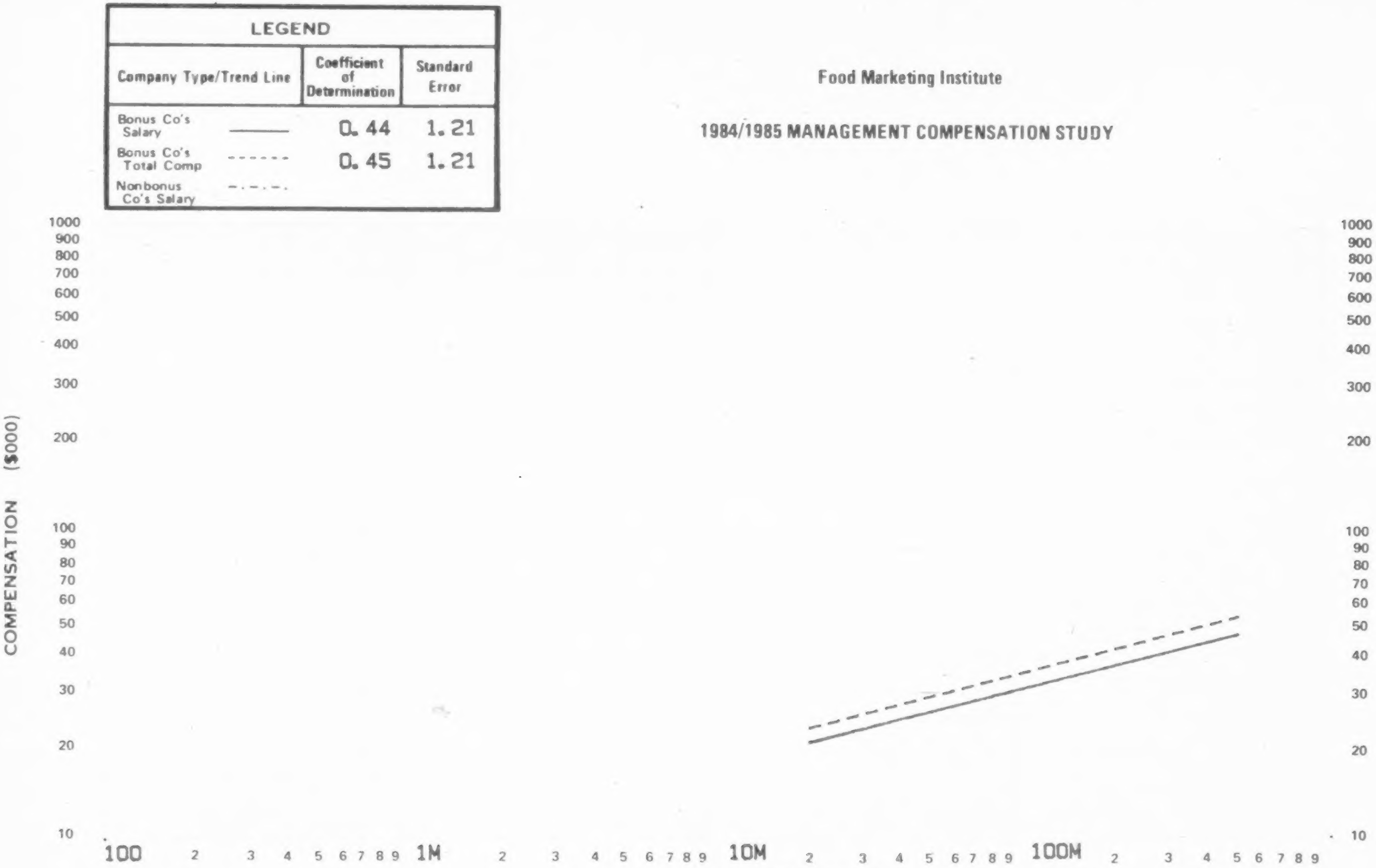


AVG WKLY STORE SALES

SURVEY POSITION #42 - STORE MANAGER

REGION #4 - SOUTHEAST

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0				$ 33.1	$ 25.5	$ 31.4	$ 37.2	5.0	2.0	45.0	17.0	195	195
AND ABOVE	$ 29.5	$ 2.4	$ 31.9		23.0	26.4	30.0	5.5	2.0	54.0	26.0	B	A
	28.5	0.4	28.9					2.5	3.0	50.0	24.0	B	A
	27.9	2.4	30.3					5.0	2.0	40.0	17.3	F	F
	27.9	2.7	30.6					5.0	2.0	40.0	17.3	F	F
	27.9	3.0	30.9					5.0	2.0	40.0	17.3	F	F
	27.9	3.8	31.7					5.0	2.0	40.0	17.3	F	F
	27.9	4.5	32.4					5.0	2.0	40.0	17.3	F	F
	27.2	5.0	32.2					2.5	3.0	50.0	24.0	B	A
				27.1				5.5	3.0	50.0	2.0	A	A
	26.7	1.6	28.3		23.0	26.4	30.0	5.5	2.0	54.0	26.0	B	A
	26.5	5.3	31.8		22.2	25.5	28.7	5.5	3.0	53.0	26.0	B	A
				25.8				5.0	2.0	50.0	30.0	144	144
	24.0	4.8	28.8		21.5	25.1	28.7	5.5	3.0	53.0	26.0	B	A
				22.1				4.0	1.0	45.0	.5	100	100
				19.7				5.5	3.0	50.0	2.0	A	A
				18.2				5.5	3.0	50.0	2.0	A	A
NO. IN POS: 166													
$ 294.0 WT'D AVG:	$ 27.5	$ 3.2	$ 30.7	$ 23.4									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #4 - SOUTHEAST

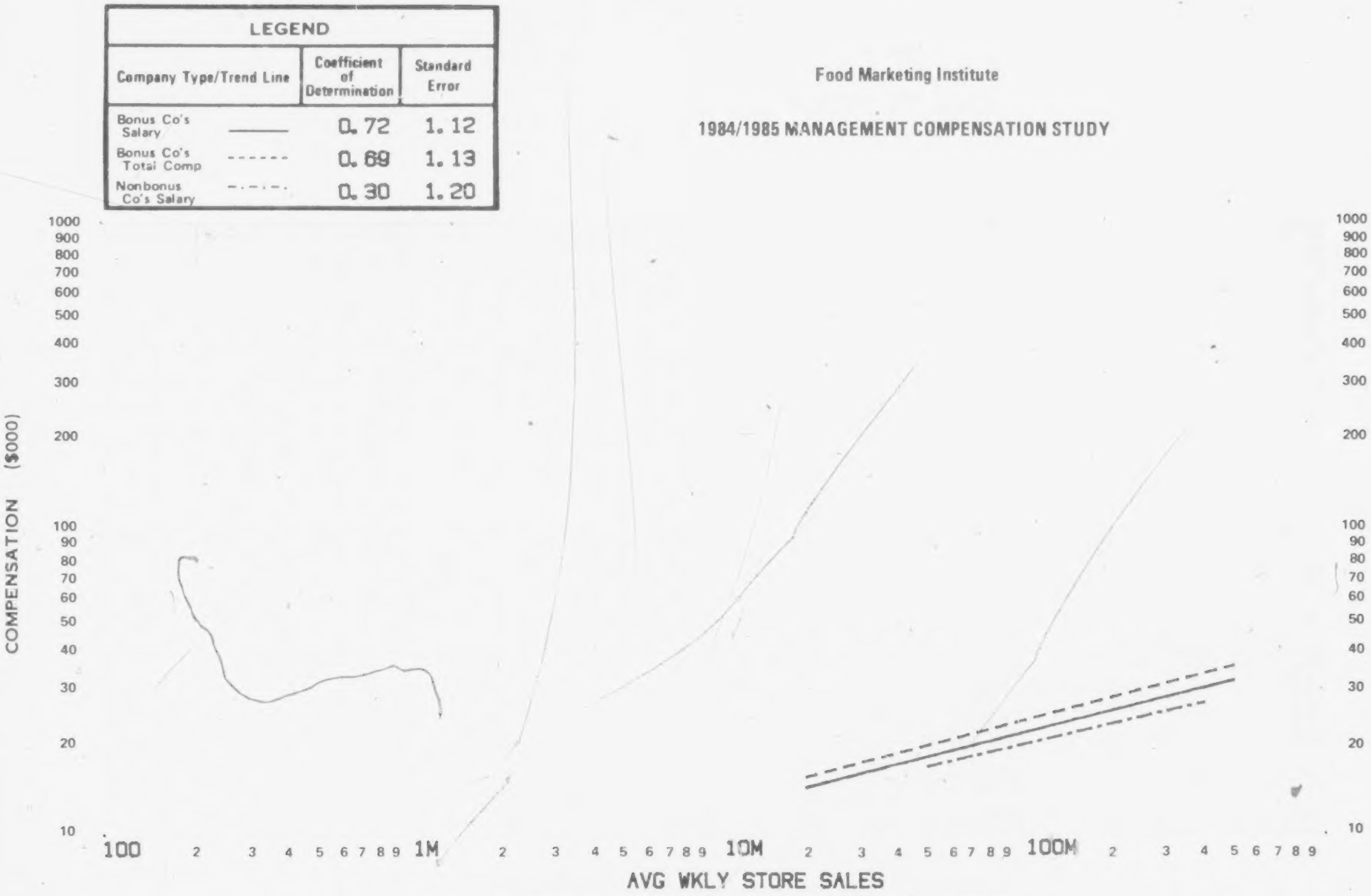
SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 27.9	$ 1.5	$ 29.4					5.0	2.0	40.0	17.3	F	F
TO	27.9	1.5	29.4					5.0	2.0	40.0	17.3	F	F
$100.0	27.9	1.8	29.7					5.0	2.0	40.0	17.3	F	F
	27.9	2.1	30.0					5.0	2.0	40.0	17.3	F	F
	27.8	0.0	27.8		$ 27.0	$ 27.8	$ 28.5	5.0	2.0	52.0	18.0	140	140
				$ 26.7				5.0	2.0	50.0	30.0	144	144
				25.0	23.9	29.8	35.8	5.0	4.0	52.0	22.0	100	A
				25.0	23.9	29.8	35.8	5.0	4.0	52.0	22.0	100	A
	24.9	1.3	26.2		23.0	26.4	30.0	5.5	2.0	54.0	26.0	B	A
	23.5	2.4	25.9					2.5	3.0	50.0	24.0	B	A
	22.7	4.5	27.2		21.0	24.5	28.0	5.5	3.0	53.0	26.0	B	A
				22.1	18.2	22.1	26.0	5.0	2.0	45.0	1.0		
				22.1				4.0	1.0	45.0	.5	100	100
				22.1				4.0	1.0	45.0	.5	100	100
	21.6	4.3	25.9		20.5	24.3	28.0	5.5	3.0	53.0	26.0	B	A
	21.6	2.8	24.4					2.5	3.0	50.0	24.0	B	A
				19.6				5.5	3.0	50.0	2.0	A	A
				17.9				5.5	3.0	50.0	2.0	A	A
				17.1				5.5	3.0	50.0	2.0	A	A
	16.9	1.0	17.9		16.5	17.5	18.0	6.0	3.0	50.0	20.0	A	D
NO. IN POS: 423													
$ 134.8 WT'D AVG:	$ 25.1	$ 2.0	$ 27.1	$ 22.5									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9				$ 25.0	$ 23.9	$ 29.8	$ 35.8	5.0	4.0	52.0	22.0	100	A
AND BELOW	$ 20.9	$ 4.2	$ 25.1		19.5	23.0	26.5	5.5	3.0	53.0	26.0	B	A
				20.8				4.0	1.0	45.0	.5	100	100
	20.6	4.1	24.7		19.5	22.6	25.7	5.5	3.0	53.0	26.0	B	A
	20.3	1.4	21.7					2.5	3.0	50.0	24.0	B	A
	20.0	4.0	24.0		19.5	22.6	25.7	5.5	3.0	53.0	26.0	B	A
	18.6	0.6	19.2					2.5	3.0	50.0	24.0	B	A
	16.5	0.8	17.3					2.5	3.0	50.0	24.0	B	A
	16.1	1.0	17.1		15.8	16.2	17.5	6.0	3.0	50.0	20.0	A	D
	15.6	0.8	16.4		15.3	16.0	16.5	6.0	3.0	50.0	20.0	A	D
				15.6				5.5	3.0	50.0	2.0	A	A
	15.0	0.9	15.9		14.9	15.0	16.0	6.0	3.0	50.0	20.0	A	D
				14.3				5.0	2.0	45.0	1.0	A	A
NO. IN POS: 108													
$ 69.1 WT'D AVG:	$ 18.7	$ 2.6	$ 21.3	$ 19.4									
NO SCOPE REPORTED				$ 23.4				4.0	1.0	45.0	.5	100	100
NO. IN POS: 5 WT'D													
NO. IN POS: 702													
$ 162.5 POSITION AVG:	$ 24.5	$ 2.4	$ 26.9	$ 22.5									

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #43 - ASSISTANT/CO-STORE MANAGER

REGION #4 - SOUTHEAST

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST

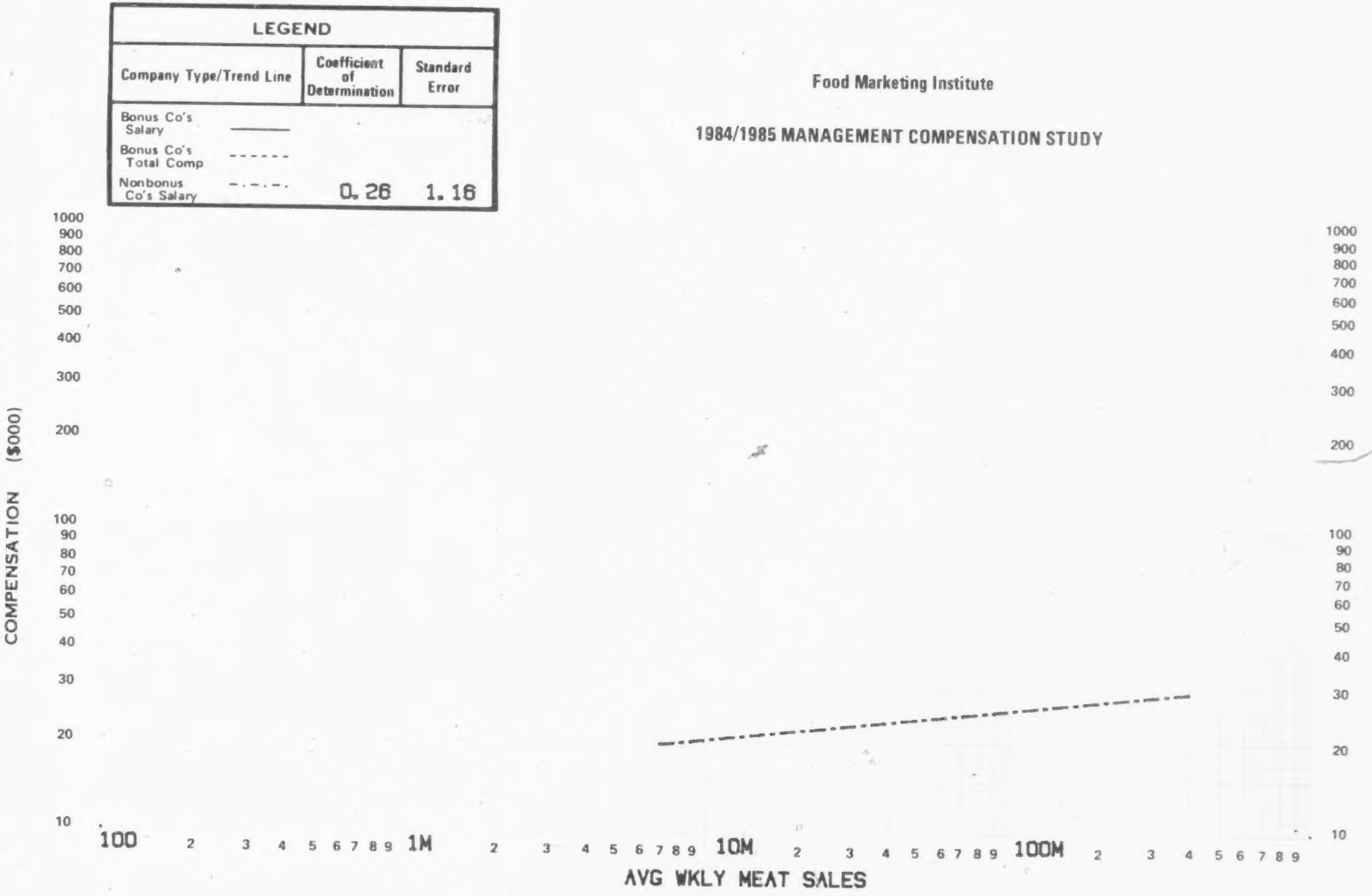
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0	$ 29.2	$ 0.7	$ 29.9					5.0	1.0	40.0	13.0	F	F
AND ABOVE				$ 28.6				5.0		50.0	1.0	B	B
				26.0				5.0	.5	44.0		O	E
				25.6				5.0	1.0	40.0	24.0	E	E
				25.6				5.0	1.0	40.0	24.0	E	E
				25.6				5.0	1.0	40.0	24.0	E	E
				25.5				5.0		45.0	.5	100	100
	24.1	2.4	26.5					6.0	2.0	44.0	12.0	E	D
				19.3				5.0	.5	44.0		O	E
NO. IN POS: 97													
$ 153.2 WT'D AVG:	$ 29.0	$ 0.7	$ 29.7	$ 24.6									
$49.9	$ 29.2	$ 0.2	$ 29.4					5.0	1.0	40.0	13.0	F	F
TO	29.2	0.4	29.6					5.0	1.0	40.0	13.0	F	F
$25.0				$ 28.6				5.0		50.0	1.0	B	B
				28.3				5.0	1.0	45.0	12.0	160	160
				28.2				5.0	1.0	45.0	12.0	160	160
				25.5				5.0		45.0	.5	100	100
				24.8				5.0	1.0	40.0		E	E
				24.4				5.0		45.0	.5	100	100
				24.3				5.0	1.0	40.0		E	E
	23.6	2.4	26.0					6.0	2.0	44.0	12.0	E	D
	23.3	2.3	25.6					6.0	1.0	44.0	12.0	E	D
				19.4				5.0	2.0	45.0	1.0	B	B
				19.3				5.0		50.0	1.0	B	B
	17.6	1.1	18.7		$ 16.9	$ 18.0	$ 19.0	5.0	1.0	44.0	10.0	E	E
NO. IN POS: 188													
$ 33.7 WT'D AVG:	$ 27.6	$ 0.7	$ 28.3	$ 25.1									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9 AND BELOW	$ 29.2	$ 0.0	$ 29.2					5.0	1.0	40.0	13.0	F	F
				$ 24.8				5.0	.5	44.0			F
				24.7	$ 24.4	$ 24.7	$ 25.5	5.0	1.0	40.0	22.0	E	E
				23.3				5.0	1.0	40.0		E	F
	22.8	2.3	25.1					6.0	1.0	44.0	12.0	E	D
	22.1	2.2	24.3					6.0	1.0	44.0	12.0	E	D
				22.0	18.2	22.0	25.8	5.0	3.0	45.0		E	
				18.4				5.0	2.0	40.0	1.0	B	B
				18.1				5.0	2.0	40.0	1.0	B	B
				17.2				5.0	2.0	40.0	1.0	B	B
				16.8				5.0	2.0	40.0	1.0	B	B
	16.1	1.2	17.3		15.9	16.5	18.0	5.0	1.0	44.0	10.0	E	E
	15.6	1.1	16.7		15.3	16.3	17.2	5.0	1.0	44.0	10.0	E	E
NO. IN POS: 379 WT'D $ 18.3 AVG:	$ 21.5	$ 1.9	$ 23.4	$ 22.8									
*NO SCOPE REPORTED				$ 28.0				5.0		40.0			
				23.4				5.0		45.0	.5	100	100
NO. IN POS: 9 WT'D AVG:				$ 24.4									
NO. IN POS: 673 POSITION $ 42.7 AVG:	$ 24.9	$ 1.3	$ 26.2	$ 23.5									

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	- - - - - -		
Nonbonus Co's Salary	-·-·-·-	0.26	1.16

SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

REGION #4 - SOUTHEAST

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #5 - PACIFIC

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$825.0 AND BELOW	DIV. V.P./MGR.	$ 49.9	$ 8.9	$ 58.8		$ 34.8	$ 43.0	$ 51.2
	ASST. V.P./DIR				$ 40.0	35.3	40.5	46.0
	GROUP EXEC.	36.0	4.0	40.0		30.0	37.0	45.0
	MANAGER	33.9	0.6	34.5		31.3	38.4	44.5
		31.6	1.0	32.6		23.8	31.8	39.7
	ASST. V.P./DIR	31.3	0.0	31.3				
	NO IN POSITION: 29							
$ 93.0	WEIGHTED GROUP AVG:	$ 32.9	$ 1.3	$ 34.2	$ 40.0			
NO SCOPE REPORTED	DIV. V.P./MGR.				$ 40.9	$ 27.0	$ 33.8	$ 40.6
	NO IN POSITION: 30							
$ 93.0	POSITION AVERAGE:	$ 32.9	$ 1.3	$ 34.2	$ 40.2			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

REGION #5 - PACIFIC

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX.
$160.0 AND BELOW	ASST. V.P./DIR				$ 43.4	$ 35.3	$ 40.5	$ 46.0
	DIV. V.P./MGR.	$ 41.0	$ 5.0	$ 46.0		34.8	43.0	51.2
	GROUP EXEC.	36.0	4.0	40.0		30.0	35.0	45.0
	MANAGER	35.5	0.7	36.2		31.3	38.4	44.5
	ASST. V.P./DIR	33.4	0.0	33.4				
		30.2	1.1	31.3		23.8	31.8	39.7
	ASST. V.P./DIR	28.6	1.8	30.4				
	NO IN POSITION: 19							
$ 49.1	WEIGHTED GROUP AVG:	$ 34.6	$ 2.3	$ 36.9	$ 43.4			
NO SCOPE REPORTED	DIV. V.P./MGR.				$ 34.9	$ 25.5	$ 31.9	$ 38.3
	NO IN POSITION: 24							
$ 49.1	POSITION AVERAGE:	$ 34.6	$ 2.3	$ 36.9	$ 38.7			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #5 - PACIFIC

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES		BONUS COMPANIES			NONBONUS	SALARY RANGE		
($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$280.0 AND BELOW	REG. V.P./MGR.	$ 76.8	$ 31.1	$107.9				
	REG. V.P./MGR.	64.5	27.6	92.1				
	REG. V.P./MGR.	64.5	31.2	95.7				
	GROUP EXEC.				$ 60.3	$ 56.0	$ 63.0	$ 70.0
	GROUP EXEC.				57.5	56.0	63.0	70.0
	VICE PRESIDENT				51.3			
	VICE PRESIDENT				51.3			
	CEO/PRESIDENT	49.4	4.1	53.5				
	REG. V.P./MGR.	48.3	7.7	56.0		41.9	52.0	62.1
	SENIOR V.P.	34.5	0.0	34.5				
	NO IN POSITION: 43							
$ 169.0	WEIGHTED GROUP AVG:	$ 54.2	$ 15.8	$ 70.0	$ 58.7			
NO SCOPE REPORTED	CEO/PRESIDENT	$ 49.4	$ 4.1	$ 53.5				
	NO IN POSITION: 46							
$ 169.0	POSITION AVERAGE:	$ 53.7	$ 14.7	$ 68.4	$ 58.7			

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0				$ 49.1	$ 45.0	$ 49.0	$ 54.5						
AND ABOVE	$ 48.8	$ 29.7	$ 78.5					5.0		45.0		B	B
	46.0	19.9	65.9					5.0		45.0		B	B
				45.9	43.0	46.0	49.0						
				43.2				5.0		43.0	4.0	A	A
	43.2	1.4	44.6		40.6	42.6	43.6			44.0		0	0
	41.8	5.5	47.3		34.8	43.0	51.2	5.0		47.0			
	41.3	1.2	42.5		40.6	42.6	43.6	5.3		44.0		0	0
	41.1	23.0	64.1					5.0		50.0	12.0	B	D
	40.4	3.4	43.8		34.8	43.0	51.2	5.0		47.0			
				40.3				5.0		43.0	4.0	A	A
	36.0	3.0	39.0		30.0	40.0	50.0	5.0		40.0		E	F
	36.0	4.0	40.0		30.0	40.0	50.0	5.0		40.0		E	F
	29.5	0.0	29.5		28.0	30.2	32.3	6.0	1.0	48.0	13.0	B	B
NO. IN POS: 421													
$ 280.5 WT'D AVG:	$ 42.3	$ 9.7	$ 52.0	$ 47.0									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$199.9	$ 45.0	$ 10.1	$ 55.1					5.0		45.0		B	B
TO	44.7	4.8	49.5					5.0		45.0		B	B
$100.0				$ 43.4	$ 42.0	$ 44.0	$ 46.0						
				43.2	42.0	43.0	44.0						
	41.1	0.5	41.6		40.6	42.6	43.6	5.3		44.0		0	0
	40.6	0.9	41.5		40.6	42.6	43.6	5.3		44.0		0	0
				40.3				5.0		43.0	4.0	A	A
				40.3				5.0		43.0	4.0	A	A
	40.0	2.4	42.4		34.8	43.0	51.2	5.0		47.0			
	39.7	19.3	59.0					5.0		50.0	12.0	B	D
	39.3	1.7	41.0		34.8	43.0	51.2	5.0		47.0			
	37.7	11.3	49.0					5.0		50.0	12.0	B	D
	36.0	1.0	37.0		30.0	40.0	50.0	5.0		40.0		E	F
NO. IN POS: 202 WT'D $ 161.2 AVG:	$ 43.5	$ 7.5	$ 51.0	$ 43.1									
$99.9	$ 46.4	$ 0.8	$ 47.2					5.0		45.0		B	B
AND BELOW	40.6	0.8	41.4		$ 40.6	$ 42.6	$ 43.6	5.3		44.0		0	0
	34.3	0.0	34.3					5.0		50.0	12.0	B	D
	34.3	0.0	34.3					5.0		50.0	2.0	B	D
				$ 33.0				5.0		43.0	4.0	A	A
NO. IN POS: 10 WT'D $ 73.3 AVG:	$ 38.1	$ 0.3	$ 38.4	$ 33.0									
NO. IN POS: 633 POSITION $ 239.2 AVG:	$ 42.7	$ 8.8	$ 51.5	$ 46.0									

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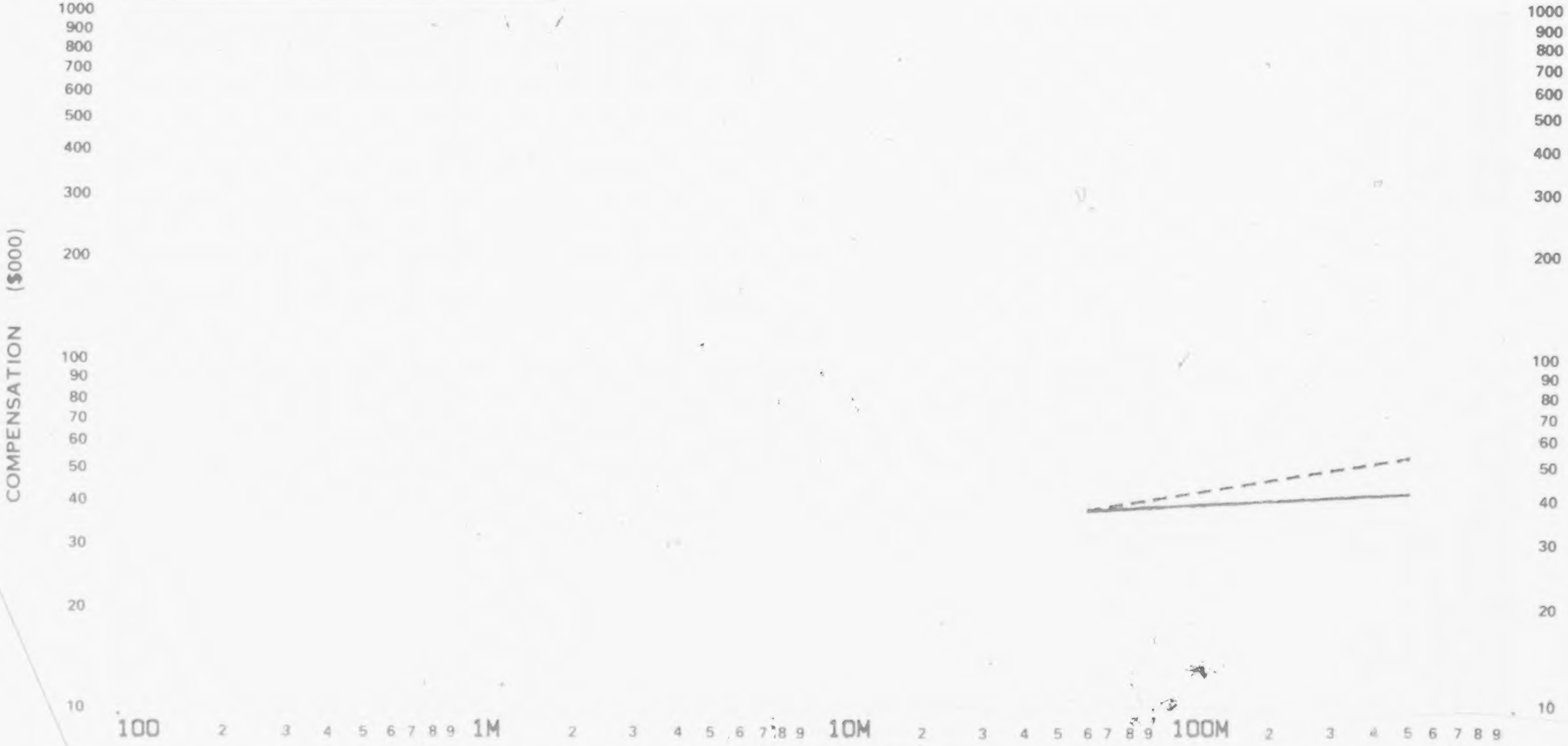
1984/1985 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.05	1.12
Bonus Co's Total Comp	------	0.12	1.25
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #42 - STORE MANAGER

REGION #5 - PACIFIC

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0				$ 39.2	$ 37.0	$ 38.0	$ 39.0						
AND ABOVE				38.2	37.0	38.0	39.0						
	$ 37.5	$ 1.7	$ 39.2					6.0	4.0	50.0	37.0	B	B
	36.0	0.0	36.0					6.0	4.0	50.0	37.0	B	B
				35.0				5.0	4.0	40.0	45.0	E	G
				34.5				5.0		48.0	52.0	E	G
				34.5				5.0		48.0	52.0	E	G
				33.0				5.0	4.0	40.0	45.0	E	G
	32.9	5.8	38.7					4.0	2.0	40.0	51.0	B	D
				29.0				5.0		40.0		E	F
				29.0				5.0		40.0		E	F
	26.4	0.0	26.4		25.1	27.1	28.7	6.0	1.0	48.0	13.0	B	B
NO. IN POS: 209													
$ 288.4 WT'D AVG:	$ 34.0	$ 0.4	$ 34.4	$ 37.0									

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1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #5 - PACIFIC

C

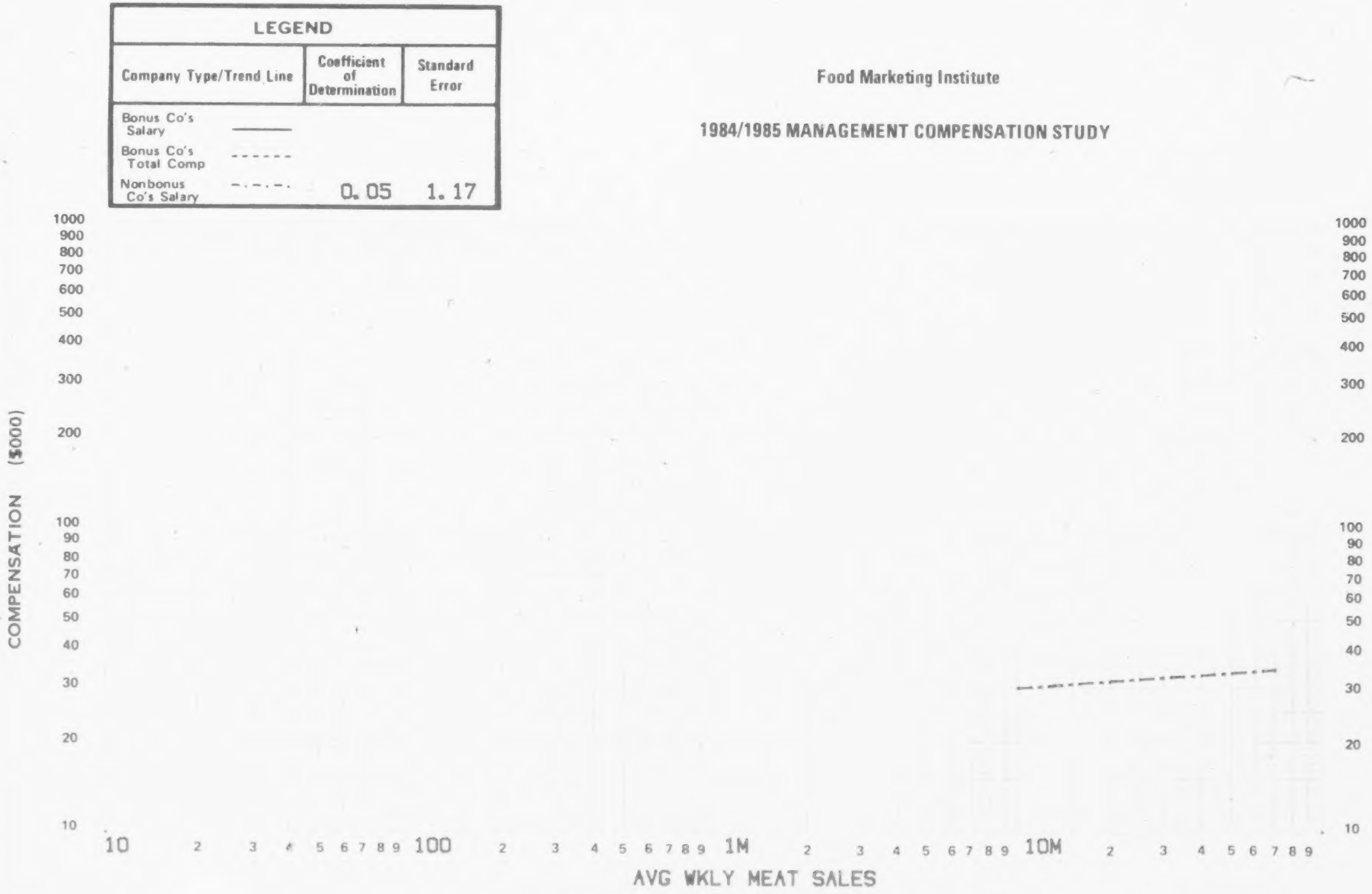
SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$199.9				$ 38.2	$ 37.0	$ 38.0	$ 39.0						
AND BELOW				37.2	37.0	38.0	39.0						
	$ 36.0	$ 0.5	$ 36.5					6.0	4.0	50.0	37.0	B	B
	35.1	0.0	35.1					6.0	4.0	50.0	37.0	B	B
				34.5				5.0		48.0	52.0	E	G
				34.5				5.0		48.0	52.0	E	G
				34.5				5.0		48.0	52.0	E	G
	33.7	0.0	33.7					6.0	4.0	50.0	37.0	B	B
				32.0				5.0	3.0	40.0	45.0	E	G
	31.8	4.8	36.6					4.0	2.0	40.0	51.0	B	D
				31.0				5.0	4.0	40.0	45.0	E	G
				31.0				5.0	3.0	40.0	45.0	E	C
	30.2	4.3	34.5					4.0	2.0	40.0	51.0	B	D
				29.0				5.0		40.0		E	F
	27.5	0.0	27.5					4.0	2.0	40.0	51.0	B	D
	27.5	0.0	27.5					4.0	2.0	40.0	51.0	B	D
NO. IN POS: 72													
$ 145.4 WT'D AVG:	$ 32.7	$ 1.7	$ 34.4	$ 35.8									
NO. IN POS: 281													
$ 251.8 POSITION AVG:	$ 33.5	$ 0.9	$ 34.4	$ 36.8									

FOOD MARKETING INSTITUTE
1984-1985 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$65.0 AND BELOW				$ 37.9				5.0		48.0	8.0	E	G
				37.9				5.0		48.0	8.0	E	G
				37.9				5.0		48.0	8.0	E	G
				37.9				5.0		48.0	8.0	E	G
				37.9				5.0		48.0	8.0	E	G
				37.0				5.0		40.0	10.0	E	G
				36.0				5.0		40.0	45.0	E	G
				35.3				5.0		40.0	40.0	E	G
				32.0				5.0		40.0	40.0	E	G
				29.4				5.0		44.0	13.0	D	E
				29.0				5.0		40.0		E	F
				29.0				5.0		40.0		E	F
				26.6				5.0		40.0		E	D
				26.5				5.0		40.0		E	D
				26.4				5.0		40.0		E	D
				26.3				5.0		40.0		E	D
NO. IN POS: 86 WT'D $ 38.5 AVG:				$ 33.2									
NO. IN POS: 86 POSITION $ 38.5 AVG:				$ 33.2									

Food Marketing Institute

1984/1985 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

REGION #5 - PACIFIC

APPENDIX: SURVEY POSITION DESCRIPTIONS

SURVEY POSITION DESCRIPTIONS

SURVEY POSITION #1: CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and division to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organization practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers and customers.

SURVEY POSITION #2: CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SURVEY POSITION #3: CHIEF FINANCIAL OFFICER

Develops and implements policies, plans and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SURVEY POSITION #4: TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability and capital investments.

SURVEY POSITION #5: TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SURVEY POSITION #6: CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in periodic (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer. (If Controller is Chief Financial Officer, report data under Survey Position #3.)

SURVEY POSITION #7: TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial managment control systems and implements new systems to assure compliance with corporate accounting's systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

SURVEY POSITION #8: TOP DATA PROCESSING EXECUTIVE

Directs the data processing function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SURVEY POSITION #9: TOP PERSONNEL EXECUTIVE (WITH LABOR RELATIONS)

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION #10: TOP PERSONNEL EXECUTIVE (WITHOUT LABOR RELATIONS)

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION #11: TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SURVEY POSITION #12: TRAINING AND MANAGEMENT DEVELOPMENT EXECUTIVE

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge and performance of staff and store level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SURVEY POSITION #13: TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SURVEY POSITION #14: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (WITH REAL ESTATE)

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodel store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SURVEY POSITION #15: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (WITHOUT REAL ESTATE)

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SURVEY POSITION #16: TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition, leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SURVEY POSITION #17: TOP SECURITY/LOSS PREVENTION EXECUTIVE

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SURVEY POSITION #18: TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SURVEY POSITION #19: TOP MERCHANDISING AND PROCUREMENT EXECUTIVE

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SURVEY POSITION #20: TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SURVEY POSITION #21: TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops, with store operations, merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

SURVEY POSITION #22: TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

SURVEY POSITION #23: TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

SURVEY POSITION #24: TOP GENERAL MERCHANDISE/NONFOOD OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

SURVEY POSITION #25: GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #26: MEAT MERCHANDISER

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #27: PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #28: FROZEN FOODS MERCHANDISER

Responsible for developing and carrying out merchandising programs for frozen food products among an assigned number of stores. Determines the type of frozen food items, quality, grades and brands. Recommends retail prices on frozen food items as appropriate. Coordinates the purchase of frozen food products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #29: DAIRY MERCHANDISER

Responsible for developing and carrying out merchandising programs for dairy products among an assigned number of stores. Determines the type of dairy items, quality, grades and brands. Recommends retail prices on dairy items as appropriate. Coordinates the purchase of dairy products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #30: NONFOOD MERCHANDISER

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #31: GROCERY BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #32: MEAT BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #33: PRODUCE BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #34: FROZEN FOODS BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned frozen food products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #35: DAIRY BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned dairy products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #36: NONFOOD BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #37: TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SURVEY POSITION #38: TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SURVEY POSITION #39: DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SURVEY POSITION #40: SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SURVEY POSITION #41: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SURVEY POSITION #42: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SURVEY POSITION #43: ASSISTANT/CO-STORE MANAGER

Responsible for managing the activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SURVEY POSITION #44: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SURVEY POSITION #45: TRANSPORTATION/TRAFFIC MANAGER - COMPANY/DIVISION-WIDE RESPONSIBILITY

Directly responsible for efficient, economical, and safe delivery of the company's/division's products to retail stores. Establishes policies and procedures in accordance with applicable federal and state laws. May have responsibility for fleet maintenance.

SURVEY POSITION #46: TRANSPORTATION/TRAFFIC MANAGER - SINGLE WAREHOUSE/FACILITY RESPONSIBILITY

Directly responsible for efficient, economical, and safe delivery of the company's/division's products for a single warehouse/facility. Establishes policies and procedures in accordance with applicable federal and state laws. May have responsibility for fleet maintenance.

SURVEY POSITION #47: WAREHOUSE MANAGER WITH TRANSPORTATION

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SURVEY POSITION #48: WAREHOUSE MANAGER WITHOUT TRANSPORTATION

Responsibility for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.